VIRGINIA
DEPARTMENT OF LABOR AND INDUSTRY
1990 ANNUAL REPORT

"to contribute to the quality of life enjoyed by
the citizens of Virginia by improving
Virginia's workplaces"

BEST AVAILABLE COPY

ANNUAL REPORT

L. DOUGLAS WILDER, GOVERNOR

CAROL AMATO, COMMISSIONER

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COMMONWEALTH of VIRGINIA

DEPARTMENT OF LABOR AND INDUSTRY

Carol Amato
Commissioner

Powers-Taylor Building
13 South Thirteenth Street
Richmond, VA 23219
(804) 786-2383
FAX (804) 371-6524

The Honorable L. Douglas Wilder
Governor
Commonwealth of Virginia
State Capitol
Richmond, Virginia 23219

Dear Governor Wilder:

I am pleased to submit to you the 1990 Annual Report of the Virginia Department of Labor and Industry.

Each of our programs enjoyed continued success during 1990. The Virginia Occupational Safety and Health Program (VOSH), through the Divisions of Occupational Safety Enforcement and Occupational Health Enforcement, continued its activities directed toward assuring, to the extent possible, safe and healthful employment in places of employment through enforcement of VOSH safety and health regulations governing all commercial and industrial establishments, and all construction, excavation, and demolition work in both the public and private sectors of the Commonwealth. Voluntary Safety and Health Compliance continued to offer a program of free on-site consultations and training for small businesses wishing to comply voluntarily with VOSH safety and health standards. During the year, a Division of Occupational Safety and Health Training was established, providing consultation services to the public sector and occupational safety and health training to private and public sector employers.

The Apprenticeship Division continued to offer Virginia businesses and citizens a valuable service through the promotion, development, and registration of apprentices.

The High School Apprenticeship Program, implemented in September 1989, indentured 95 student apprentices between the time of its inception and the end of the 1990 calendar year. That program's objective is two-fold -- to expand the skilled workforce and provide an incentive to young people to attain a high school diploma or equivalent.

The Office of Apprenticeship Related Instruction became the responsibility of the Department on July 1, 1990. Previously the function of that office was the responsibility of the Department of Education.

During the calendar year, the Division of State Labor Law Administration investigated 4,230 employee complaints and collected $661,145.47 in unpaid wages on behalf of Virginia's workers. The Division also enforces the provisions of the Commonwealth's child labor laws and, during 1990, assessed

$28,812.50 in penalties for violations of these requirements.

There was an increase in the number of boiler and pressure vessels registered with the Boiler and Pressure Vessel Safety Division noted in 1990. There were 14 accidents related to boiler and pressure vessels, which resulted in one injury and no fatalities.

The Office of Planning and Policy Analysis continued the responsibility of staffing to the Migrant and Seasonal Farmworkers Board. This Office also coordinated all legislative studies required by the General Assembly as well as monitoring and analyzing federal and state legislation and its impact on the department's programs.

The Office of Program Evaluation and Technical Support provided general administrative and technical support to the Virginia Occupational Safety and Health (VOSH) program along with other programmatic areas in the agency.

The agency continued to offer staff support for the Safety and Health Codes Board, and liaison with the Office of the Attorney General, Commonwealth's Attorneys, and Federal OSHA.

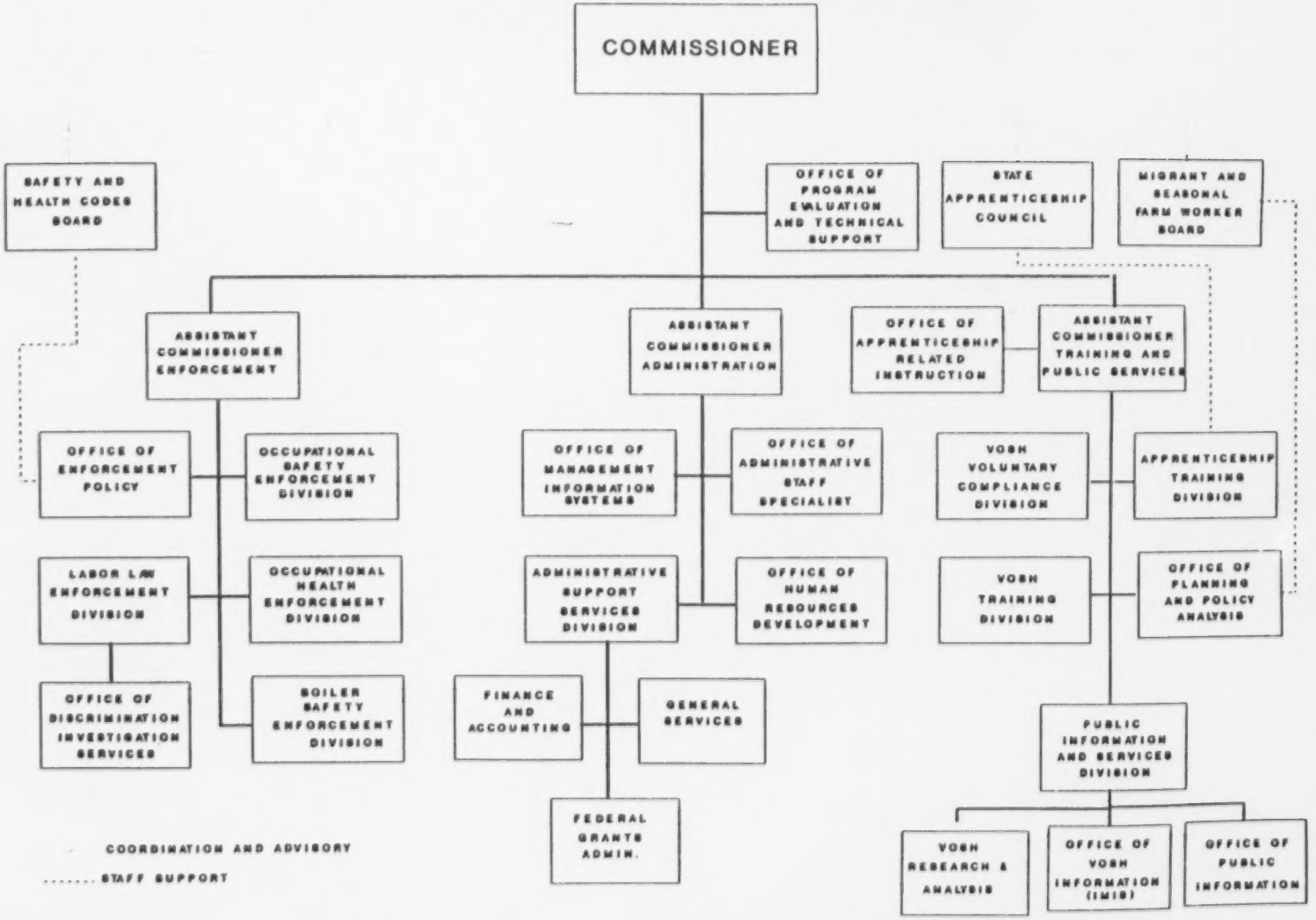
This report provides more detailed information on all of the Department's activities during the year. We look forward to continuing the progress and achievement which characterized 1990.

Sincerely,

Carol Amato
Commissioner

CA/jar

VIRGINIA DEPARTMENT OF LABOR AND INDUSTRY


COMMISSIONER
SAFETY AND HEALTH CODES BOARD
OFFICE OF PROGRAM EVALUATION AND TECHNICAL SUPPORT
STATE APPRENTICESHIP COUNCIL
MIGRANT AND SEASONAL FARM WORKER BOARD
ASSISTANT COMMISSIONER ENFORCEMENT
ASSISTANT COMMISSIONER ADMINISTRATION
OFFICE OF APPRENTICESHIP RELATED INSTRUCTION
ASSISTANT COMMISSIONER TRAINING AND PUBLIC SERVICES
OFFICE OF ENFORCEMENT POLICY
OCCUPATIONAL SAFETY ENFORCEMENT DIVISION
OFFICE OF MANAGEMENT INFORMATION SYSTEMS
OFFICE OF ADMINISTRATIVE STAFF SPECIALIST
VOSH VOLUNTARY COMPLIANCE DIVISION
APPRENTICESHIP TRAINING DIVISION
LABOR LAW ENFORCEMENT DIVISION
OCCUPATIONAL HEALTH ENFORCEMENT DIVISION
ADMINISTRATIVE SUPPORT SERVICES DIVISION
OFFICE OF HUMAN RESOURCES DEVELOPMENT
VOSH TRAINING DIVISION
OFFICE OF PLANNING AND POLICY ANALYSIS
OFFICE OF DISCRIMINATION INVESTIGATION SERVICES
BOILER SAFETY ENFORCEMENT DIVISION
FINANCE AND ACCOUNTING
GENERAL SERVICES
PUBLIC INFORMATION AND SERVICES DIVISION
FEDERAL GRANTS ADMIN.
VOSH RESEARCH & ANALYSIS
OFFICE OF VOSH INFORMATION (IMIS)
OFFICE OF PUBLIC INFORMATION
COORDINATION AND ADVISORY
STAFF SUPPORT

COMMISSIONERS OF LABOR AND INDUSTRY

ARCHER P. MONTAGUE

JAMES B. DOHERTY

C. G. KIZER

JOHN HIRSCHBERG

JOHN HOPKINS HALL, JR.

THOMAS B. MORTON

JOHN HOPKINS HALL, JR.

EDMOND M. BOGGS

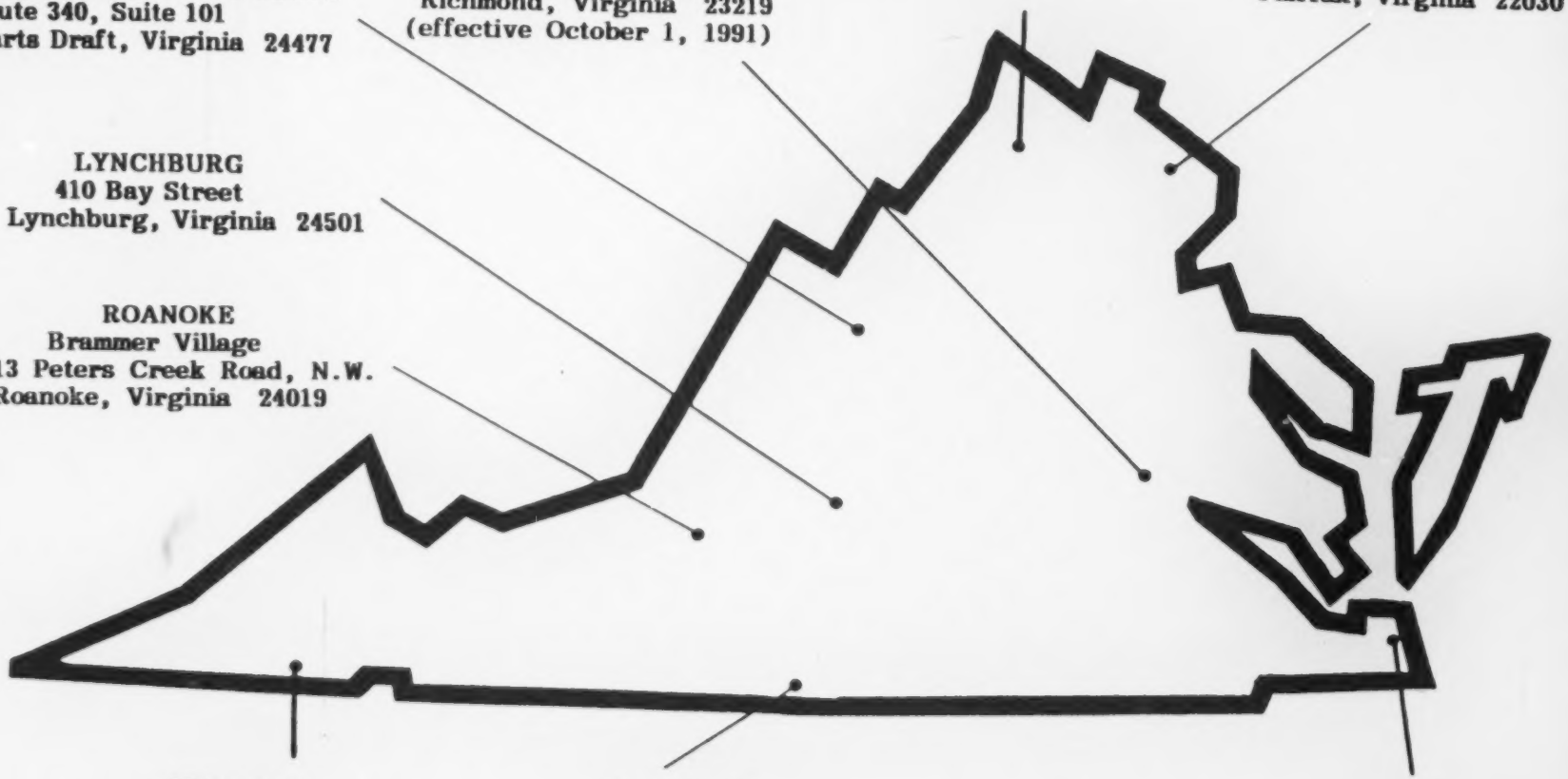
ROBERT F. BEARD

AZIE TAYLOR MORTON

EVA S. TEIG

CAROL A. AMATO

FIELD OFFICES



RICHMOND
Powers-Taylor Building
13 South 13th Street
Richmond, Virginia 23219
(effective August 12, 1991)

Main Street Station, Suite 222
1500 East Main Street
Richmond, Virginia 23219
(effective October 1, 1991)

FRONT ROYAL
11-C Water Street
Front Royal, Virginia 22630

FAIRFAX
11211 Waples Mill Road
Suite 305
Fairfax, Virginia 22030

STUARTS DRAFT
Broadmoor Plaza Office Center
Route 340, Suite 101
Stuarts Draft, Virginia 24477

LYNCHBURG
410 Bay Street
Lynchburg, Virginia 24501

ROANOKE
Brammer Village
3013 Peters Creek Road, N.W.
Roanoke, Virginia 24019

ABINGDON
Brookfield Square
Suite 4
966 West Main Street
Abingdon, Virginia 24210

DANVILLE
104 Annhurst Drive
Danville, Virginia 24540

NORFOLK
2551 Eltham Avenue
Suite H
Norfolk, Virginia 23513

DIRECTORY

ADMINISTRATION

Carol A. Amato
Commissioner — 804-786-2377

LABOR AND INDUSTRY ADMINISTRATION

Edward A. Hegamyer,
Assistant Commissioner — 804-786-9875

LABOR AND INDUSTRY ENFORCEMENT

W. F. Dillon, Jr.
Assistant Commissioner — 804-786-2383

LABOR AND INDUSTRY TRAINING AND PUBLIC SERVICES

Thomas E. Butler
Assistant Commissioner — 804-786-4300

PERSONNEL

Phyllis S. Weaver
Human Resource Manager — 804-786-9869

OFFICE OF PLANNING AND POLICY ANALYSIS

Marilyn Mandel
Manager — 804-786-2385

OFFICE OF INTERNAL AUDIT AND TECHNICAL SUPPORT

Jay W. Withrow
Director — 804-786-9873

DIVISION OF ADMINISTRATIVE SERVICES

Vacant
Director — 804-371-7414

DIVISION OF APPRENTICESHIP TRAINING

Robert S. Baumgardner
Director — 804-786-2381

Wallace E. Marshall Field Supervisor, Richmond	804-786-2382
Diane P. King Field Supervisor, Fairfax	703-691-0351
Connie M. Perry Field Supervisor, Roanoke	703-857-7178
Vacant Field Supervisor, Norfolk	804-858-6700
Theresa A. Sigafoose Field Supervisor, High School Coord. Statewide	804-786-8586

APPRENTICESHIP RELATED INSTRUCTION

George A. Eanes, Jr. Education Program State Supervisor	804-371-0295

DIVISION OF BOILER AND PRESSURE VESSEL SAFETY

Jim D. Hicks Director	804-786-3160

DIVISION OF OCCUPATIONAL HEALTH ENFORCEMENT

Clarence H. Wheeling, Ph.D. Director	804-786-0574
Charles L. Stiff Regional Supervisor, Richmond	804-367-1735
Charles L. Clouse Regional Supervisor, Staunton	703-332-9240
James L. Mann Regional Supervisor, Roanoke	703-857-7178
Iris M. Crenshaw Regional Supervisor, Norfolk	804-858-6700

DIVISION OF OCCUPATIONAL SAFETY ENFORCEMENT

William R. Crawford Director	804-786-2391

Richard C. Angell Region Supervisor, Richmond	804-367-0735
Edward B. Johnson Region Supervisor, Fairfax	804-691-0341
Fred T. Yontz Region Supervisor, Richmond	804-786-7984
Samuel N. Simpson Region Supervisor, Norfolk	804-858-6700
William P. Burge Regional Supervisor, Roanoke	703-857-7178

DIVISION OF PUBLIC INFORMATION AND SERVICES

Lilia M. Williams Director	804-371-8589

DIVISION OF STATE LABOR LAW ADMINISTRATION

Dennis G. Merrill Director	804-786-2386
Eugene J. Farisi Field Supervisor, Fairfax	703-681-0178
Edwin L. Williams Field Supervisor, Stuarts Draft	703-332-9240
Elaine F. Hargroves Field Supervisor, Norfolk	804-858-6700

DIVISION OF VOLUNTARY SAFETY AND HEALTH COMPLIANCE AND TRAINING

Michael Rodgers Director	804-367-9980
Cary C. Letellier Occupational Safety/Health Supervisor Richmond	804-367-7220

DIVISION OF VOSH TRAINING

Nancy L. Jakubec Director	804-786-6359

HISTORY OF LABOR AND INDUSTRY

The Virginia Department of Labor and Industry, originally known as the Bureau of Labor and Industrial Statistics, was created by the General Assembly in 1898. The General Assembly saw the need for an agency to compile and circulate data "on the industrial pursuits of the State as they related to the commercial, industrial, social, educational, and sanitary condition of the laboring classes and to the permanent prosperity of the productive industries of the State." In 1927 the Bureau was given the status of a regular administrative agency of the State, and its name was changed to the Department of Labor and Industry.

The authority and scope of duties of the Department has broadened since its creation. Among the services offered at one time by the Department were free employment services (now performed by the Virginia Employment Commission), regulation of private employment agencies (now with the Department of Commerce) mediation of labor disputes, except public utilities, (now a function of the Federal Labor Relations Board), and the regulation and enforcement of mining laws (since January 1, 1985, a function of the Department of Mines, Minerals, and Energy).

The Department of Labor and Industry is a diverse agency dedicated to serving the needs of the citizens of the Commonwealth of Virginia. Its mission is to contribute to the quality of life enjoyed by citizens of Virginia by improving Virginia's workplaces through informational services, training, education, and enforcement of laws relating to occupational safety, health, and employment.

The Department through its history from the early days of the Division of Factory Inspectors has been concerned with worker safety and health. Today Virginia operates under a state plan as permitted by the Federal Occupational Safety and Health Act of 1970. Through the Virginia Occupational Safety and Health (VOSH) Program the State's occupational safety and health laws are administered and enforced. On July 1, 1985, the Bureau of Occupational Health was transferred from the Department of Health to the Department of Labor and Industry. That action by the General Assembly brought the safety and health aspects of the VOSH program under one agency for more efficiency in State Government.

Virginia is one of 23 states and 2 territories with a state administered Occupational Safety and Health Administration (OSHA) program. It was the fourteenth state to receive Final State Plan Approval from Federal OSHA for its program.

Virginia's developmental plan was approved by the General Assembly in 1976 through legislation by Delegate Gerald Baliles, and was certified by Federal OSHA in 1984. Final approval was achieved effective November 30, 1988, after a determination was made by OSHA that Virginia's enforcement was as effective as that of the Federal OSHA program. This achievement was a milestone for the Department as it demonstrated the commitment and support of the General Assembly, and of industry and labor leaders to safety in Virginia's workplaces. It was also a testimony to the effective partnership Virginia has enjoyed with the U.S. Department of Labor's Occupational Safety and Health Administration.

Currently, the Department of Labor and Industry is headed by a Commissioner, who is assisted by three Assistant Commissioners-- Assistant Commissioner for Administration; Assistant Commissioner for Enforcement; and Assistant Commissioner for Training and Public Services. The Department consists of nine divisions-- Administrative Support Services; Apprenticeship Training; Boiler and Pressure Vessel Safety Enforcement; Occupational Health Enforcement; Occupational Safety Enforcement; Public Information and Services; State Labor Law Administration Enforcement; Voluntary Safety and Health Compliance/Training and VOSH Training. These nine divisions provide the citizens of the Commonwealth with a number of services ranging from assisting companies in establishing apprenticeship training programs to collecting unpaid wages for workers.

Through the years the Department's Commissioners have acted promptly to recommend legislation to improve working conditions and encourage industrial expansion. Among the legislation advocated by the Department are the boiler and pressure vessel inspection law, machine guarding, mine safety laws, minimum age requirements for employment, a state building code, equal pay for equal work, apprenticeship training, a free state employment service, unemployment insurance, and elevator inspection and safety laws.

The Department through its nine divisions and three boards--the Virginia Apprenticeship Council, the Virginia Safety and Health Codes Board, and the Migrant and Seasonal Farmworkers Board-- offers continuing public service and dedication to the preservation of the health, safety, and productivity of the citizens of the Commonwealth.

ADMINISTRATION

The Virginia Department of Labor and Industry is headed by the Commissioner, who is assisted by an Assistant Commissioner for Administration, an Assistant Commissioner for Enforcement, an Assistant Commissioner for Training and Public Services, two Assistant Attorneys General, and an Office of Program Evaluation and Technical Support.

The Assistant Commissioner for Administration provides executive level direction and management to Human Resource and Personnel Development, Federal Grants Administrator, Accounting and Finance, Budgeting, Payroll, Automated Information Systems, and Facilities and General Services.

The Assistant Commissioner for Enforcement provides direction and manages the Divisions of Boiler and Pressure Vessel Safety, Occupational Health Enforcement, Occupational Safety Enforcement, and State Labor Law Administration.

The Assistant Commissioner for Training and Public Services provides direction and manages the Divisions of Apprenticeship Training, Public Information Services, Virginia Occupational Safety and Health Information, Virginia Occupational Safety and Health Research and Analysis, Voluntary Safety and Health Compliance/Training and Planning and Policy Analysis.

The two Assistant Attorneys General are responsible as advisors and counsel to the Department on all legal matters and serve as counsel to the Virginia Safety and Health Codes Board, the Virginia Apprenticeship Council, and the Migrant and Seasonal Farmworkers Board.

Program Evaluation and Technical Support provides general administrative legal and technical assistance to all Labor and Industry divisions and offices, staff support for the Safety and Health Codes Board, and liaison with the Office of the Attorney General, Commonwealth's Attorneys and Federal OSHA.

The Office of the Assistant Commissioner for Administration provides the agency with financial management support and general services. Activities include planning and directing the state budget, accounting, risk management, collections, fixed assets control, purchasing and contracts, and physical plant facilities for administrative offices located in Richmond and eight field office sites.

The Administrative Organization includes Finance and Accounting, the Office of General Services, the Office of Human Resource Development, the Office of Management Information Systems, and the Office of the Administrative Staff Specialist.

The Finance and Accounting Office is responsible for overseeing agency finances and accounting functions. Internal controls ensure the integrity of financial records. Agency financial statements are prepared and submitted to the State Comptroller.

During 1990 the Accounting Office maintained compliance with the State's Prompt Payment Act. The Prompt Payment Act provides standards for the timely payment to vendors who supply goods and services to the agencies of the Commonwealth.

The Department received an unqualified audit report from the Auditor of Public Accounts for the fiscal year ended June 30, 1990.

Purchases from minority vendors and contractors exceeded the annual target and comprised thirteen per cent (13%) of the total available procurement.

During the year, the Bristol Office was relocated to Abingdon, and a new lease was procured in Roanoke.

The Agency Personnel Office is responsible for all Personnel/Human Resource functions that affect the Department's 224 employees. Personnel functions include benefits administration, compensation and classification, equal employment opportunity/affirmative action, personnel practices, personnel recordkeeping, recruitment/interviewing/selection, and staff training. The Personnel Office is staffed with a Human Resource Manager, Personnel Practices Analyst, Classification & Compensation Analyst, Personnel Assistant and Program Support Technician.

In 1990, the Personnel Office automated the training records for all employees, prepared an employment handbook, developed a policy for the performance evaluation of agency hourly employees, conducted several in-house training sessions, began implementation of the new Incentive Pay Plan, and recruited for 34 positions, and filled 29.

In addition, twenty-two positions were reallocated, nineteen new positions were established and fifty-six agency position descriptions were reviewed under biennial review.

Also during the year, twenty-three employees were eligible to receive a Service Award for five to twenty-five years of State service, and two employees received days off awards for their suggestions under the State's Employee Suggestion Program.

During 1990, the Department's EEO Advisory Committee participated in a two-day Mobilization Clinic to assist members in meeting EEO/AA responsibilities. The Clinic was a new endeavor for the Committee.

The Office of Management Information Systems is responsible for implementing the Department's automation plan. This plan provides for the automation of all programmatic and financial activities of the Department. The Integrated Decision Support System (Agency Resource Management System) was completed and installed in 1990. This ORACLE data base system contains sub-systems which supplement and transform existing manual and automated financial systems into a more fully integrated decision support system with ad-hoc reporting capabilities. The system provides support for the financial areas of accounts payable; pre-encumbrance; revenue; petty cash; DOA interface; CARS reconciliation; financial reports; grants; lease/maintenance; inventory; and FLSA. This system resides on a Banyan/Vines Local Area Network (LAN).

The LAN also supports the Apprenticeship Management and Tracking System.

The Administrative Staff Specialist serves as the Department's liaison to the Virginia Register, reports and maintains records of labor disputes involving public utilities, maintains a central file on all regulations issued by the Department, and performs various other departmental management functions.

OFFICE OF PROGRAM EVALUATION AND TECHNICAL SUPPORT

The office of Program Evaluation and Technical Support provides general administrative and technical support to the Virginia Occupational Safety and Health (VOSH) Program along with the other programmatic areas in the agency. Among its responsibilities are conducting programmatic evaluations of VOSH Divisions and Offices as directed by the Commissioner, processing VOSH Contested Cases, evaluating and responding to State Plan Activity Measures (SPAM) criteria, Complaints Against State Plan Administration (CASPA's), variance requests, and processing Freedom of Information Act (FOIA) requests.

VIRGINIA PUBLIC UTILITY LABOR RELATIONS ACT

The Commissioner of Labor and Industry by law has the duty to mediate and conciliate labor disputes affecting certain public utilities.

The Virginia Public Utility Labor Relations Act, as amended by the General Assembly, effective April 7, 1952, designates the Department of Labor and Industry as the State agency established to mediate and conciliate labor disputes. It requires notices of disputes between certain public utilities and their employees and imposes upon the Commissioner of Labor and Industry, or a designated agent, certain duties relating to labor disputes affecting the operation of certain public utilities.

The Act provides that the utility or the collective bargaining agent, recognized by the utility and its employees, shall not terminate or modify a contract until the party desiring such termination or modification serves written notice upon the Department of Labor and Industry of the proposed termination or modification at least 30 days prior to the expiration date thereof or in the event such contract contains no expiration date, at least thirty (30) days prior to the date it is proposed to make such termination or modification. Where there is no collective bargaining contract in effect, the same procedure shall be followed by the utility and its employees or designated representatives or any labor organization or association attempting to organize employees in work affecting the utility.

Upon receipt of any such notices, the Commissioner of Labor and Industry is charged with the responsibility of keeping informed about the progress of the negotiations and of notifying the Governor and informing him of the nature of the dispute. If the Governor deems it necessary, the Commissioner, or a designated agent, shall offer to meet and confer with the parties in interest and undertake to mediate and conciliate their differences. In the event Federal legislation does not apply and if the Governor deems it advisable, it shall be the duty of the utility and its employees, or designated representative, to meet and confer with the Commissioner, or an agent, at a time and place designated by the Commissioner for mediating and conciliating their differences.

The Commissioner keeps the Governor fully informed of negotiations between the utility and its employees and reports as soon as practical if a strike or lockout appears to be probable in any such dispute, or if a strike or lockout begins, whether the continuation thereof is probable.

The Commissioner of Labor and Industry, or his agent, has the right of entry upon the property of a utility.

After all means of mediation and conciliation have been exercised under this Act, and a stoppage of work is certain, the Governor, under the Seizure Act, may, if he deems it necessary, seize and operate a public utility.

Mediation and conciliation service under the Public Utility Labor Relations Act continues even though it becomes necessary for State seizure under the Public Utility Seizure Act.

In 1990, under the amended Virginia Public Utility Labor Relations Act, 8 notices of negotiations were received during the year, 5 were electric power utilities, 2 were telephone and telegraph utilities, and 1 was a gas distribution utility. No mediation assistance was required during the year. The negotiations for all 8 were brought to successful conclusions.

ENFORCEMENT

The Enforcement responsibilities of the Department are assigned to the Assistant Commissioner for Enforcement. The Occupational Safety Enforcement, Occupational Health Enforcement, Boiler and Pressure Vessel Safety Enforcement, and State Labor Law Enforcement Divisions report to this Assistant Commissioner. Occupational Safety and Health Discrimination Investigations are conducted by an office in the Labor Law Enforcement Division. The Office of Federal Grants Administration was transferred to the Assistant Commissioner for Administration during the year and an Office of Enforcement Policy was established under the Assistant Commissioner for Enforcement.

Enforcement Activity

Occupational Safety and Health.

1. Operation Worksafe. The Department launched Operation Worksafe on August 1, 1990, in an effort to stem the rising rate of occupational safety and health fatal accidents in the State. During Operation Worksafe, inspectors in various regions of the state concentrated on either construction or manufacturing inspections depending on which sector was experiencing the greatest number of fatal accidents in the particular region. The practice of grouping violations was discontinued as was the practice of adjusting penalties for violations that directly contributed to the fatality. Operation Worksafe was conducted for a 90-day period during which 557 inspections were initiated; 2,593 violations were cited; and $692,200 in penalties was assessed. The Operation was successful in slowing down the rate of fatalities. Many of the procedures adopted during Worksafe were subsequently made permanent operating practices.

2. Criminal Willful/Manslaughter. Three fatal accidents were investigated in 1990 which appeared to warrant referral to Commonwealth's Attorneys for possible prosecution of involuntary manslaughter and criminal willful charges. At the end of the year, grand jury indictments had been obtained for prosecution of two foremen for involuntary manslaughter and of two employers for criminal willful violations of safety laws. The third case was under review by the Commonwealth's Attorney.

3. Video Cameras. The use of video cameras in the conduct of inspections was piloted in two offices during the year. Use of the cameras proved highly successful and plans were made to expand their use to all offices. A decision was also made to video tape all fatality investigations.

4. Fatality Investigation Teams. A concept was developed using the team approach for investigating occupational safety and health fatal accidents. The team would consist of a team chief, senior safety inspector, senior industrial hygienist, and a special fatality investigator. The team concept was used in one fatality investigation

and was found to be highly effective. The team concept includes responding to fatal accidents on a 24 hour a day, seven days a week basis. Teams would be on site to commence investigations within two hours of accident notification. Arrangements were being made with local law enforcement agencies and the State Operator for notification of fatal occupational accidents during other-than-normal working hours. At year's end team procedures were being refined and finalized.

5. Automation. An automated system which integrates the use of video cameras, lap-top computers, monitors, and printers was piloted in two offices. The system greatly facilitates the preparation of inspection reports, improves the quality of reports, and increases productivity. Plans were made to purchase additional systems for use in all offices.

6. Asbestos Fees. The 1990 General Assembly approved legislation establishing a fee system for removal of asbestos. The fees to be paid by asbestos removal contractors were to be established by the Safety and Health Codes Board. Regulations establishing the fees were developed in accordance with the Administrative Process Act and approved by the Board in early 1991. An innovative feature of the system is a provision allowing for use of credit cards by contractors to pay required fees.

7. Enforcement Directives. Procedures to use task forces to develop Enforcement Program Directives on complex, complicated safety and health standards were adopted. Following development of the directives, training for employers and employees on the standards and the enforcement directive is to be conducted across the state. Copies of the program directives are to be provided those attending the training sessions. It is believed that this effort at educating, informing, and training employers and employees on the requirements of new standards will result in greater compliance with the standards. This approach was used during the year on the Excavation and Trenching Standard and The Control of Hazardous Energy (Lockout/Tagout) Standard.

8. Ergonomics. Ergonomic associated injury and illnesses, namely back injuries and cumulative trauma disorders, e.g., carpal tunnel, are presently being viewed as one of the major areas of concern to the Occupational Safety and Health community in the 1990s. This problem appears to be universal in scope and has major implications for virtually all industries, e.g., computer operators, grocery clerks, and all general industry. DLI has recently developed and during 1991 will begin implementing a special emphasis program in the meat packing industry.

9. AIDS/HBV in the Workplace. Employees fear the risk of contracting AIDS, Hepatitis B, and other contagious diseases in the workplace, and are demanding greater protections against infection. Safeguards must be provided for high-risk workers, like emergency response personnel. Likewise, AIDS victims and other disease carriers must be protected from discrimination by employers and

fellow employees. At issue is determining how to educate workers about the realities of contracting contagious diseases, and about the rights of infected workers. Additionally, there is a need to address associated health care and lost productivity costs. DLI has recently developed and is now implementing a special emphasis program in the Occupational Health Enforcement Program on Bloodborne Diseases.

State Labor Laws

Child Labor Laws. The 1990 Session of the General Assembly created a Joint Subcommittee to Study Virginia's Child Labor Laws which had not been updated in recent years. The Subcommittee held several public hearings across the state and worked closely with the Department in drafting a complete revision of the laws for consideration by the 1991 General Assembly. This revision would (1) amend State child labor law to conform with similar Federal law in many respects, (2) repeal certain provisions of existing Virginia law which have become obsolete (3) authorize the State to enforce requirements for agriculture as currently contained in federal law, (4) maintain the current Virginia requirements regarding work permits and the employment of children in hazardous occupations, and (5) increase penalties for child labor violations.

Boiler and Pressure Vessel Safety

Regulation Update. In 1986, 1988, and 1990 the General Assembly approved various changes to the Boiler and Pressure Vessel Safety Act. The Boiler and Pressure Vessel Rules and Regulations were amended in 1990 to incorporate the changes made in the Act by the General Assembly. Final approval of the revised regulations by the Safety and Health Codes Board is scheduled for early 1991. The revised regulations incorporated editorial improvements and changes made by the General Assembly which among other things, change filing and inspection fees, delete the requirement that inspection certificates be posted under glass, alter exempting criteria, and transfer variance authority from the Safety and Health Codes Board to the Commissioner of the Department of Labor and Industry.

VIRGINIA SAFETY AND HEALTH CODES BOARD

An important aspect of the VOSH Program is the role of the Virginia Safety and Health Codes Board. This Board, appointed by the Governor, by law is drawn from various industries and is a mix of employee/employer representatives and the general public. The Board formerly had a membership of twelve, but was expanded in 1988 to fourteen. The two additional members represent agricultural employers and agricultural employees. The Board is authorized "to adopt, alter, amend or repeal rules and regulations to further, protect and promote the safety and health of employees in places of employment." Standards adopted by the Board carry the force of law.

When federal OSHA promulgates a standard, the Commonwealth has six months to adopt and begin enforcing a comparable standard. The Safety and Health Codes Board may adopt an identical standard or amend the federal standard to better suit the needs of Virginia as long as a determination by OSHA is made that the Virginia standard is "as effective as" the federal standard. The Board also has the authority to adopt unique state standards in the absence of federal standards. All VOSH standards are promulgated in keeping with the spirit and requirements of the Virginia Administrative Process Act.

The Virginia Department of Labor and Industry through the Virginia Occupational Safety and Health (VOSH) Program administers and enforces the state's occupational safety and health laws. The mission of the VOSH Program is to assure safe and healthful working conditions for Virginia's workers. The Occupational Safety and Health Act of 1970 (PL 91-596) and the Code of Virginia (Title 40.1) provide the program with the authority to conduct a comprehensive safety and health effort. Occupational Safety Enforcement, Occupational Health Enforcement, and Voluntary Safety and Health Consultation/Training make up the VOSH Program. The two primary functions of the program are enforcement and encouraging voluntary compliance.

In 1990, the Safety and Health Codes Board promulgated 11 safety and health standards or amendments to standards which provide a greater level of protection to Virginia's workers. These new requirements address, among other things, the following issues and hazards: Air Contaminants; Welding, Cutting and Brazing; Hazardous Chemicals in Laboratories; Concrete and Masonry Construction; Hazardous Waste Operations and Emergency Response; Occupational Exposure to Lead; The Control of Hazardous Energy Sources (Lockout/Tagout); Construction Sanitation; Occupational Exposure to Asbestos; and Construction Industry Test and Inspection Records.

As a result of statutory requirements enacted by the General Assembly during 1990, the Board also began Administrative Process Act (APA) rulemaking on two issues: the expansion of the asbestos contractor notification program with the implementation of a permit fee system to pay for the program; and technical changes to the regulations for boiler and pressure vessel safety.

DIVISION OF OCCUPATIONAL SAFETY ENFORCEMENT

The Division of Occupational Safety enforces the state laws that address the safety and health of workers employed in construction and general industry, both in the public and private sector. The Division's jurisdiction covers all commercial and industrial establishments, and all construction, excavation, and demolition work within the Commonwealth.

The primary responsibility of the Division is to make scheduled inspections of the state's workplaces to ensure compliance with state safety standards and regulations. In addition, the Division responds to complaints from employees and investigates accidents and fatalities. The Division's overall objective is to eliminate workplace hazards through inspection, abatement, and enforcement.

In 1990 safety inspectors continued a special emphasis program on trenching. Due to the inherently dangerous nature of trenching and the number of injuries and fatalities caused by trenching operations, this special emphasis project is expected to be in effect for some time. In the period from January 1, 1990 to December 31, 1990, 167 trenching inspections were conducted. Eight hundred twelve (812) vioilations were cited; 245 trenching violations and 567 non-trenching violations. The most frequently cited standards were 1926.652 (102) (trenching requirements) 1926.651 (141) (excavation requirements) 1926.650 (2) (protection requirements) and 1926.59 (236) (hazard communication) which is included in the 567 non-trenching violations. There were 305 Serious violations, 18 Willful, 75 Repeat and 414 Other than Serious violations cited.

From 1981 through 1984, an average of 38 workers died each year in Virginia. In the past six years, the average has jumped to more that 58 per year. In an effort to cut the number of deaths, the Department launched "Operation Worksafe" focused on construction activities with emphasis on inspecting as many small companies as possible since that is where most fatalities occur. During the three month period, over 2500 safety and health violations were cited that totaled more than $692,000 in fines, more than twice the total for the same period in 1989. "Operation Worksafe" will be employed in 1991 during the period of May through October and will be expanded to include emphasis on the lumber industry.

ANALYSIS OF ACTIVITIES OF THE

OCCUPATIONAL SAFETY ENFORCEMENT DIVISION

COMPARISON: 1989 AND 1990

ITEM	1989	1990
Safety Inspections:		
Planned	1,745	1,192
Follow-Up	57	58
Complaints	278	233
Referrals	209	168
Accidents	102	104
Unprogrammed Related	295	235
Programmed Related	20	10
Monitoring	6	6
Attempted inspections (No inspection conducted)	138	95
Variances	0	2
Total	2,850	2,103
Safety Violations - Total	9,392	7,848
Fatality Investigation	44	53
Court Cases Completed	32	21
Informal Conferences Held	419	448
Speeches and Seminars	11	16
Safety Schools for Representatives	19	32
State Safety Conference	1	1

DIVISION OF OCCUPATIONAL HEALTH ENFORCEMENT

The Division of Occupational Health Enforcement has as its primary responsibility workplace inspections in both the private and public sector. To accomplish this task, the Division enforces the state laws that address the safety and health of workers employed in construction and general industry. The Division's overall objective is to eliminate safety and health workplace hazards through inspections, citations and abatement of hazards.

Industrial hygienists conduct workplace inspections to determine compliance with the health portions of the standards. Workplace inspections are generated through a general schedule scheme, employee complaint, accident, referral, fatality or catastrophe, or follow-up requirements.

The Division of Occupational Health also conducts inspections to determine compliance with the Commonwealth's new Asbestos Licensing Law.

ANALYSIS OF ACTIVITIES OF THE

OCCUPATIONAL HEALTH ENFORCEMENT DIVISION

Comparison: 1988, 1989 and 1990

ITEM	1988	1989	1990
Health Inspections:			
Variance		1	0
Programmed Related		2	1
Records Only	0	0	0
Planned	84	51	68
Follow-up	17	24	23
Complaints	187	224	179
Referrals	52	73	60
Accident/Fatality	4	2	2
Unprogram Related	17	28	19
Monitoring	12	3	3
Total Inspections	373	408	354
Health Violations:			
Serious	183	342	548
Willful	7	14	5
Repeat	17	19	25
Other	744	772	866
Total Violations	951	1147	1464
Penalties Assessed:			
Penalties	$67,620	$223,255	$135,585
Failure to Abate Penalties	$ 8,100	$ 31,100	$ 5,166
Total Penalties	$75,720	$254,255	$140,751

DIVISION OF STATE LABOR LAW ADMINISTRATION

The Division of State Labor Law administers 13 State laws and has experienced a substantial increase in its work-load. The laws enforced by the Division include the State minimum wage, the payment of wages, garnishee rights, child labor, the right to work, wage discrimination based on sex, magazine subscription solicitation, and certain other provisions of State law governing polygraph tests, medical examinations, employees being prevented employment by others, employees' day of rest, discharge for work-related injuries, and discrimination for filing a safety or health complaint.

This division traces its origin to the Department of Women and Children which was established contingent on State funding in 1918. In 1922, the General Assembly provided the funding for a permanent Division of Women and Children. In the beginning, this division enforced the child labor law and laws for protection of women in industry including the ten-hour workday law, the seat law, and laws providing for proper sanitary equipment.

In 1978, the name of the Division was officially changed to Division of State Labor Law Administration. Today, the Division provides employers and employees of the Commonwealth invaluable assistance in meeting the requirements of the State's labor laws. Its representatives conduct both routine and complaint investigations with the primary objective of ensuring compliance with current State labor laws and redressing grievances.

COURT CASES PROCESSED BY CLASSIFICATION

(CIVIL AND CRIMINAL)

Classification	Total 1989	Total 1990
Grand Total	181	292
Civil	158	284
Criminal	23	8
Payment of Wages and Establishment of Regular Pay Periods	179	289
Civil	156	281
Criminal	23	8
Child Labor Laws of Virginia	2	3
Civil	2	3

ANALYSIS OF CHILD LABOR CIVIL MONEY PENALTIES

ITEM	ASSESSMENTS 1989	1990
Number of Children Involved:	174	152
Types of Violations Cited:		
Working Without Employment Certificate	84	91
Failure to Keep Time Records	75	91
Employment of Children in Prohibited or Hazardous Occupations	47	44
Working Illegal Hours	150	100
Total Child Labor Civil Money Penalties Completed:	90	68
Number of Penalties Assessed Employers	90	68
Number of Employers Sent Warnings	0	0
Amount of Penalties Assessed Employers	$32,385.00	$28,812.50

COMPLAINT INVESTIGATIONS BY CLASSIFICATION

Classification	Total 1989	Total 1990
GRAND TOTAL	2,458	4,230
Payment of Wages and Establishment of Regular Pay Periods	2,306	4,005
Virginia Minimum Wage Act	3	1
Child Labor Laws of Virginia	124	115
Right-to-Work Law	0	2
Preventing Employment by Others of Former Employees	17	22
Unlawful to Require Payment for Medical Examination as Condition of Employment	3	2
Employers to Allow Employees at Least One Day of Rest in Each Week	2	1
Equal Pay Irrespective of Sex	0	0
Soliciting Subscription Contracts for Books, Magazines, Etc.	0	0
Maximum Portion of Disposable Earnings Subject to Garnishment	2	2
Prohibition of Use of Certain Questions on Polygraph Tests for Employment	0	0
Discharge of Employee for Absence Due to Work-Related Injury Prohibited	1	1
Discrimination for Filing a Safety or Health complaint*	N/A	79

*Discrimination unit assigned to Labor Law Division in January, 1990

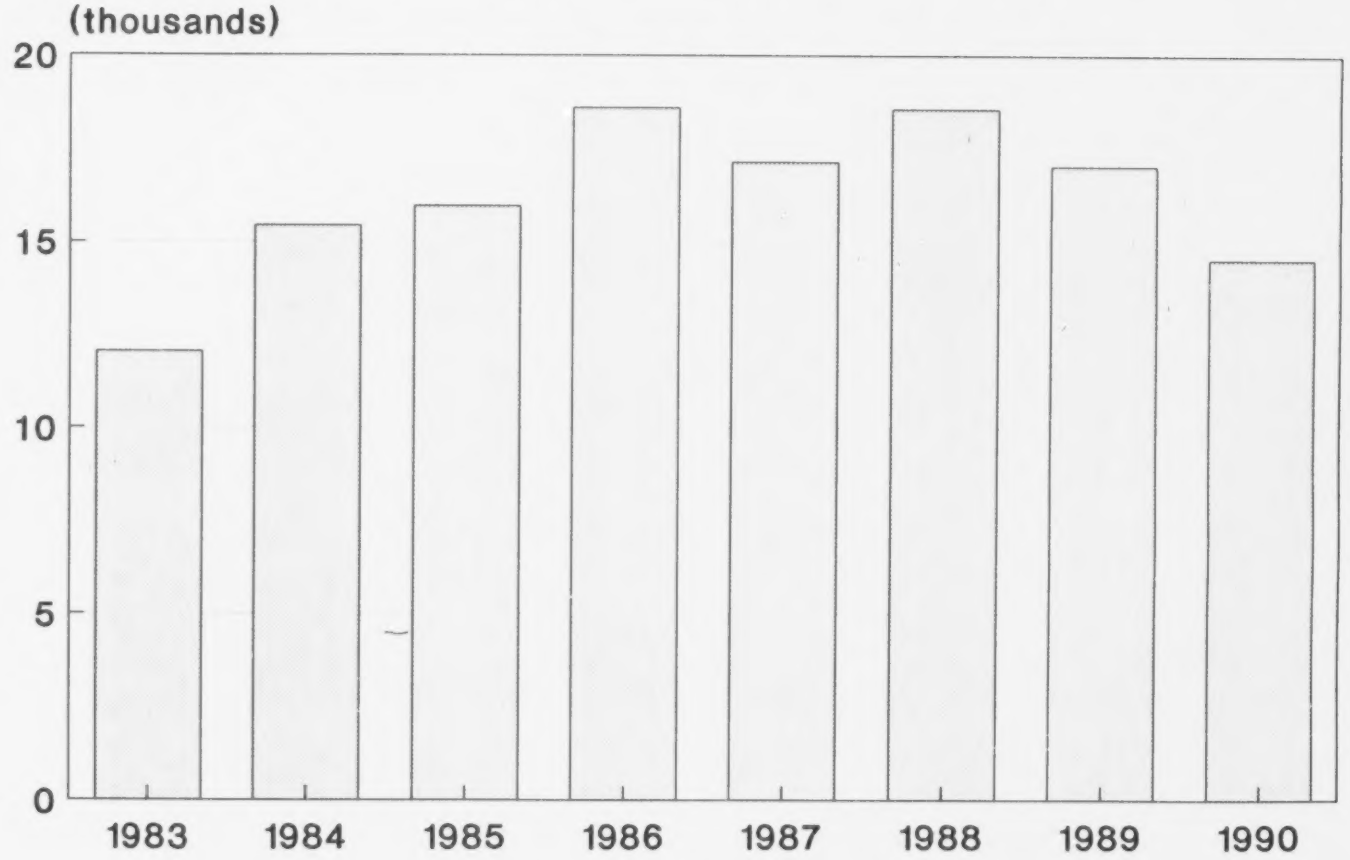
COURT DISPOSITION ON VIOLATIONS PROCESSED
(Civil and Criminal)

Title and Section Code of Virginia	No. of Court Cases 1989	1990	Convictions 1989	1990	Dismissals 1989	1990	*Non-suited **Nol Prossed 1989	1990	Judgment Awarded 1989	1990
TOTAL	181	292	9	1	76	60	11	19	85	212
Civil	158	284	0	0	71	60	2	12	85	212
Criminal	23	8	9	1	5	0	9	7	0	0
Payment of Wages and Establishment of Regular Pay Periods - 40.1-29	179	289	9	1	75	59	11	19	84	210
Civil	156	281	0	0	70	59	2	12	84	210
Criminal	23	8	9	1	5	0	9	7	0	0
Child Labor Laws of Virginia - 40.1-78 et seq.	2	3	0	0	1	1	0	0	1	2
Civil	2	3	0	0	1	1	0	0	1	2

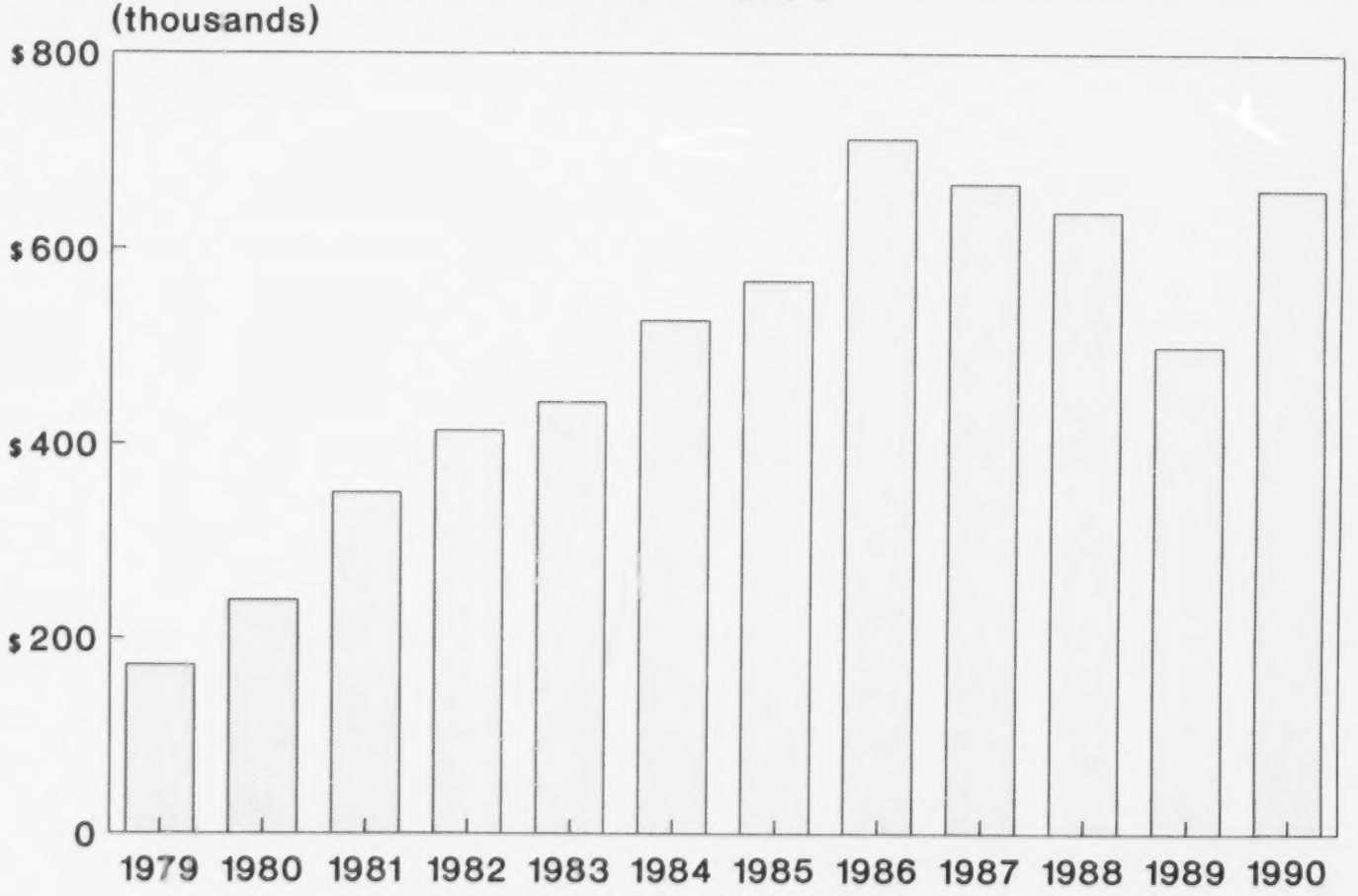
*Civil
**Criminal

Employment Certificates Issued to Minors 12 to 18

1983 -1990



Wages Collected for Employees Under Payment of Wage Virginia Minimum Wage and Garnishment Statutes 1979 - 1990



DIVISION OF BOILER AND PRESSURE VESSEL SAFETY

The Commonwealth of Virginia first adopted a Boiler and Pressure Vessel Safety law in 1960 after continual urging by the Department of Labor and Industry. Initially the State Corporation Commission was authorized to establish official standards for the protection of human life and property from unsafe manufacture and use of boilers and pressure vessels in the Commonwealth. It was intended that local authorities enforce these standards and regulations. In 1972 the General Assembly transferred the boiler and pressure vessel law from the State Corporation Commission to the Department of Labor and Industry. The Boiler and Pressure Vessel Safety Division was established as part of the Department in 1973.

The law was again modified by the General Assembly and a ten-member Advisory Boiler Commission was appointed in 1973. The Commissioner presented a final draft of rules and regulations to the Virginia Safety and Health Codes Commission on April 2, 1974. These rules and regulations became effective July 1, 1974.

The Division of Boiler and Pressure Vessel Safety enforces the provisions of the Boiler and Pressure Vessel Safety Act as set forth in Chapter 3.1 of Title 40.1 of the Virginia Code. The Division's primary objective is to protect life and property through regular inspections of boiler and pressure vessel equipment and to ensure compliance with state laws and rules and regulations governing the construction, installation, operation, maintenance, and repair of boilers and pressure vessels. Frequency and types of boiler and pressure vessel inspections are specified by law. Records are kept on the number of violations noted, occurrences and nature of accidents, and other specified activities of the Division.

The Division of Boiler and Pressure Vessel Safety is headed by a Chief Inspector who must hold a Certificate of Competency and a National Board of Boiler and Pressure Vessel Inspectors Commission as a boiler inspector. All boiler inspectors with the Division also must possess a National Board Commission.

Inspections of the more than 71,823 boilers and pressure vessels are made by the Division, insurance companies registered in Virginia to write boiler and pressure vessel insurance, and owner/users who qualify and obtain Virginia commissions from the Department of Labor and Industry for their inspection personnel.

In 1986 the General Assembly approved legislation increasing the fees charged and collected for inspecting boiler and pressure vessels. This was the first increase in the fees since 1976. The increase was necessitated by the operating deficit resulting from the Division's 1985 designation by the General Assembly as a general fund program.

ANALYSIS OF ACTIVITIES OF THE
BOILER SAFETY ENFORCEMENT DIVISION

Comparison: 1989 and 1990

ITEM	1989	1990
Total Active Objects Registered	70,800	71,823
Certificates Issued	29,359	30,483
Violations Reported	1,077*	945*
Compliances	926*	1,196*
Quality Control Reviews	29	24
Nuclear Surveys	0	1
Special Inspections	2	7
Occurrences	18	14
Injuries	0	1
Fatalities	0	0
Inspector's Examinations	3	4
Applicants Taking Exam	14	13
Applicants Passing Exam	7	3
Commissioned Inspectors	282	293

* Statistical Variation Due to Carry Over From Previous Year(s)

TRAINING AND PUBLIC SERVICES

The Department of Labor and Industry accomplishes its mission chiefly through one of two ways: enforcement of regulations; and sponsoring education, training, and information programs which help businesses voluntarily comply with regulations, or which promote the development of a skilled labor force. The department's education, training, and information programs report to the Assistant Commissioner for Training and Public Services.

Training and Public Services is comprised of four divisions and two offices: Apprenticeship Training, Apprenticeship Related Instruction, Voluntary Occupational Safety and Health Compliance, Occupational Safety and Health Training, Public Services and Information, and Planning and Policy Analysis. These divisions are responsible for:

promoting, developing and maintaining apprenticeship programs throughout the Commonwealth;

providing relevant classroom instruction for apprentices through public/local education agencies;

providing free consultative services to small, high hazard businesses to achieve compliance with occupational safety and health regulations;

providing free consultative services to the public sector to achieve compliance with occupational safety and health regulations;

providing training to the public on occupational safety and health topics;

keeping the public and the media informed about department activities and initiatives;

developing and maintaining productive working relationships with department constituents;

providing training assistance to agency staff to meet program needs;

and providing services in planning and policy analysis to the department.

During this year a number of new initiatives have been supported or undertaken by these divisions. Among these new initiatives are:

- o new systems for providing training more efficiently on occupational safety and health topics;
- o pilot projects with other state agencies to extend apprenticeship opportunities to the economically disadvantaged and the handicapped;

- and the development of policies and procedures which assure that quality instruction which is responsive to businesses' needs is provided to apprentices.

VIRGINIA APPRENTICESHIP COUNCIL

The Virginia Apprenticeship Council, an eight member board appointed by the Governor, plays an integral role in Virginia's apprenticeship program. The Council was established in 1938 by the Virginia Voluntary Apprenticeship Act. It consists of an equal number of employee and employer representatives all familiar with apprenticeable occupations. The Commissioner of the Virginia Employment Commission and the Executive Director of the Virginia Council on Vocational Education or his designee serve as ex-officio voting members of the council.

Council members serve three year terms staggered to maintain continuity on the Council. At the beginning of each year the Governor designates one member of the Council to serve as chairman.

The Council is responsible, along with the Division of Apprenticeship Training and the Office of Apprenticeship Related Instruction, for formulating policies to effectively administer the Virginia Apprenticeship Act. Among the duties of the Council are the review and approval of standards for apprentice training and the issuance of Certificates of Completion of Apprenticeship.

On July 1, 1990, Council assumed responsibility for developing policies related to the provision of apprenticeship related instruction. Previously, this was the responsibility of the State Board for Education.

DIVISION OF APPRENTICESHIP TRAINING

The Division of Apprenticeship Training is charged with the responsibility of maintaining a statewide system of apprentice training as prescribed by the Voluntary Apprenticeship Act of 1938. The mission of the Division is to provide a highly skilled workforce throughout the Commonwealth. Service is provided through the central office in Richmond and seven field offices across the state.

With the guidance of the Virginia Apprenticeship Council, the Division recruits and assists employers in establishing training programs, securing related instruction, recruiting apprentices and credentialing graduates.

Special emphasis is being placed on assisting employers and apprentices in becoming more aware of safety on the job. Although safety training is taught in related training classes, apprentices new to a trade are particularly vulnerable to the potential hazards of the workforce.

During the calendar year of 1990, 2252 employers trained apprentices. The total number of registered apprentices decreased slightly from 8124 to 7760 during the year. This was due to economic conditions throughout the state. Over 1300 apprentices completed training and were issued certificates.

Minority participation continued at 20% of the total registrations and female participation at 14%. Gradually, more females are opting to learn non-traditional trades through apprenticeship training.

The High School Apprenticeship Program, implemented in September 1989 indentured 95 (ninety-five) student apprentices between September 1989 and December 31, 1990. Service occupations attracted 56 (fifty-six) students. The construction trades, such as carpenters, bricklayers and heating, ventilation and air conditioning mechanics attracted 20 (twenty) students. Manufacturing, which includes such occupations as machinists, industrial maintenance mechanics and fabricators, attracted 14 (fourteen) students.

The primary objective of the Student Apprenticeship Program is to expand the skilled workforce of the Commonwealth while providing an added incentive for young people to attain a high school diploma or equivalent.

The safety and welfare of each student apprentice are major concerns for the Department of Labor and Industry. A safety film directed at high school apprentices has been developed by the agency to address work place safety and health. All student apprentices are required to view this film, as part of the safety training provided by the schools and the sponsors.

Recommendation number four of the Virginia Plan for Strengthening the Commonwealth's 21st Century Workforce states that the Commonwealth of Virginia should create a more comprehensive system of apprenticeship, technical and professional certification, and associate degrees for the majority of Virginia students and adult workers who do not pursue a baccalaureate degree.

The Apprenticeship Division will be a major contributor to this partnership between management, labor and education to prepare the workforce for the 21st century.

CENTRALIZED APPRENTICESHP ADMINISTRATION SYSTEM
APPRENTICE ACTIVITY STATISTICS

FROM 01-JAN-90 TO 31-DEC-90

LOCATION OF SPONSORS: VIRGINIA
FIC: ALL FICS
SIC: ALL SICS

OCCUPATION	BEGINNING ACTIVE APPRENTICES	NEW APPR'S	CANCELLED	COMPLETED OJT	COMPLETED RI	CERTIFICATES ISSUED	* - END OF PERIOD - * ACTIVE APPR	ACTIVE PROGRAMS
DRAFTER, ARCHITECTURAL	5						4	2
RESEARCH MECHANIC	4	2		2	2		6	1
ELECTRICAL TECHNICIAN	24	3		4	4		27	6
ELECTRONICS TECHNICIAN	43	8	3	10	8	1	47	9
CABLE SPLICER	1						1	1
INSTRUMENTATION TECHNICIA	12			5	5	3	9	6
TRANSPORTATION ENGINEER	2						2	2
DRAFTER, CIVIL	1						1	
TOOL DESIGNER	1	1					2	1
MECHANICAL-ENGINEERING TE	20	3		3	3		23	1
DRAFTER, MECHANICAL	4			1	1		4	1
METALLURGICAL TECHNICIAN	6						6	2
NONDESTRUCTIVE TESTER	2						2	1
QUALITY-CONTROL TECHNICIA	29	17	10	4	4		34	13
LAND SURVEYOR	161	21	36	13	6		146	144
SURVEYOR ASSISTANT, INSTR	9	1	3	3	3		7	7
MATERIALS ENGINEER	4						4	1
TEST TECHNICIAN	64	10		11	11		74	1
HORTICULTURIST	1						1	1
DENTAL ASSISTANT	2						2	1
INSPECTOR, BUILDING	1						1	1
INSPECTOR, INDUSTRIAL WAS	4			1	1		4	1

CENTRALIZED APPRENTICESHP ADMINISTRATION SYSTEM
APPRENTICE ACTIVITY STATISTICS

FROM 01-JAN-90 TO 31-DEC-90

LOCATION OF SPONSORS: VIRGINIA
FIC: ALL FICS
SIC: ALL SICS

OCCUPATION	BEGINNING ACTIVE APPRENTICES	NEW APPR'S	CANCELLED	COMPLETED OJT	COMPLETED RI	CERTIFICATES ISSUED	* - END OF PERIOD - * ACTIVE APPR	ACTIVE PROGRAMS
COMPUTER-PERIPHERAL-EQUIP	3		1	1	1		2	1
MATERIAL COORDINATOR	1						1	1
SALESPERSON, PARTS	1						1	1
OPTICIAN, DISPENSING 2	391	148	121	84	82	80	336	472
BAKER, HEAD	1						1	1
CHEF	10		1	7	6		9	9
COOK	154	11	25	22	22	6	133	107
BAKER		2					2	1
COOK, PASTRY	4			1	1	1	3	1
COOK	76	14	10	10	11	9	69	46
MEAT CUTTER	19		1	1	1	1	17	4
BARBER	131	77	47	25	25	23	137	190
COSMETOLOGIST	896	528	381	172	170	113	902	1,221
PSYCHIATRIC AIDE	2						2	1
SHOE REPAIRER								
FIRE FIGHTER	2						2	2
FIRE INSPECTOR	1						1	1
GROUNDSKEEPER, PARKS & GR		1					1	1
PLATER	3		1				2	2
HEAT TREATER 1	1			1	1		1	1
MOLDER	9						9	1
BAKER	44	8	14	3	2	2	36	42

CENTRALIZED APPRENTICESHP ADMINISTRATION SYSTEM
APPRENTICE ACTIVITY STATISTICS

FROM 01-JAN-90 TO 31-DEC-90

LOCATION OF SPONSORS: VIRGINIA
FIC: ALL FICS
SIC: ALL SICS

OCCUPATION	BEGINNING ACTIVE APPRENTICES	NEW APPR'S	CANCELLED	COMPLETED OJT	COMPLETED RI	CERTIFICATES ISSUED	* - END OF PERIOD - * ACTIVE APPR	ACTIVE PROGRAMS
CHLORINATOR OPERATOR	3						3	1
MODEL MAKER, FIREARMS	1						1	1
MACHINIST	754	136	74	86	83	24	785	602
MACHINIST, EXPERIMENTAL	1			1	1		1	1
MAINTENANCE MACHINIST	59	4	1	16	17	2	60	23
MOLD MAKER, DIE-CASTING A	4						4	3
TOOL MAKER	6	1					7	3
TOOL-AND-DIE MAKER	85	24	10	16	19	7	92	83
GRINDER OPERATOR, SURFACE	3						3	1
GRINDER SET-UP OPERATOR,	2			1	1		2	1
GRINDER SET-UP OPERATOR,	2			1	1	1	1	1
NUMERICAL CONTROL OPERATO	21	13	6				28	9
MACHINE OPERATOR	2		2					1
BLACKSMITH	4	1					5	2
MACHINE OPERATOR 1	1						1	1
INSPECTOR, METAL FABRICAT	28						28	1
METAL FABRICATOR	34	6	10	3	3	2	28	21
METAL-FABRICATOR APPRENTI	1						1	
INSPECTOR	10	1					11	4
AUTOMOBILE MECHANIC	76	8	23	8	7	6	54	60
AUTOMOBILE TESTER	2						2	2
CONSTRUCTION-EQUIPMENT ME	17		2	4	4	4	11	2

CENTRALIZED APPRENTICESHP ADMINISTRATION SYSTEM
APPRENTICE ACTIVITY STATISTICS

FROM 01-JAN-90 TO 31-DEC-90

LOCATION OF SPONSORS: VIRGINIA
FIC: ALL FICS
SIC: ALL SICS

OCCUPATION	BEGINNING ACTIVE APPRENTICES	NEW APPR'S	CANCELLED	COMPLETED OJT	COMPLETED RI	CERTIFICATES ISSUED	* - END OF PERIOD - * ACTIVE APPR	ACTIVE PROGRAMS
MECHANIC, INDUSTRIAL TRUC	10	1	1	2	2	2	8	8
TRANSMISSION MECHANIC	5			1	1	1	4	1
AIRFRAME-AND-POWER-PLANT	2						2	1
MACHINIST, OUTSIDE	242	1	3	19	19		240	20
FARM-EQUIPMENT MECHANIC 1		1	1					1
DIESEL MECHANIC	29	5	1	4	4	4	29	18
SMALL-ENGINE MECHANIC	10						10	1
MACHINE REPAIRER, MAINTEN	2			1	1		2	1
REPAIRER, WELDING, BRAZIN	11			2	2		11	1
MAINTENANCE MECHANIC, COM	8						8	1
TREATMENT-PLANT MECHANIC	23			2	2	1	22	1
OFFICE-MACHINE SERVICER								
AIR-CONDITIONING INSTALLE								
ENVIRONMENTAL-CONTROL-SYS	309	132	74	37	32	3	364	291
GAS-APPLIANCE SERVICER	2	1	1				2	2
REFRIGERATION MECHANIC	69	2	1	1	1	3	67	36
MACHINE REPAIRER, MAINTEN		1					1	1
MAINTENANCE MECHANIC	557	78	30	64	56	9	581	427
MILLWRIGHT	78	8		6	6	1	85	43
SEWING-MACHINE REPAIRER	1	1	1				1	2
ROTOGRAVURE-PRESS OPERATO	35		1	3	3		33	2
WEB-PRESS OPERATOR	51		1	14	14	12	38	4

CENTRALIZED APPRENTICESHP ADMINISTRATION SYSTEM
APPRENTICE ACTIVITY STATISTICS

FROM 01-JAN-90 TO 31-DEC-90

LOCATION OF SPONSORS: VIRGINIA
FIC: ALL FICS
SIC: ALL SICS

OCCUPATION	BEGINNING ACTIVE APPRENTICES	NEW APPR'S	CANCELLED	COMPLETED OJT	COMPLETED RI	CERTIFICATES ISSUED	* - END OF PERIOD - * ACTIVE APPR	ACTIVE PROGRAMS
ELECTRICAL-APPLIANCE REPA	3						3	2
APPLIANCE REPAIRER	1	4	1			1	3	2
ELECTRICAL-INSTRUMENT REP	2						2	1
FURNITURE FINISHER		5	1				4	3
AUTOMOBILE UPHOLSTERER	1	1		1			2	1
FURNITURE UPHOLSTERER	20	13	4	5	4	2	24	17
UPHOLSTERER, INSIDE								
CUSHION BUILDER	1						1	1
SAIL CUTTER	13						13	1
SHOP TAILOR	28	10	4	3	3	6	28	1
SHOEMAKER, CUSTOM	6	2	5	2	2	2	1	1
STRUCTURAL-STEEL WORKER	80	11	16	8	8	2	73	25
SHEET-METAL WORKER	396	68	66	36	33	13	382	243
BOILERMAKER 1	68		1	1	1		67	2
BOILERHOUSE MECHANIC	3	2					5	4
RIGGER	77		1	7	7		76	6
DYNAMOMETER TESTER, MOTOR	4		1				3	
ASSEMBLY MECHANIC, EXPERI	2			1	1	1	1	1
SHIPFITTER	192	2	3	25	25		191	19
TRUCK-BODY BUILDER								
AUTOMOBILE-BODY REPAIRER	20	7	6	1	1	2	19	11
LAY-OUT WORKER 1								

CENTRALIZED APPRENTICESHP ADMINISTRATION SYSTEM
APPRENTICE ACTIVITY STATISTICS

FROM 01-JAN-90 TO 31-DEC-90

LOCATION OF SPONSORS: VIRGINIA
FIC: ALL FICS
SIC: ALL SICS

OCCUPATION	BEGINNING ACTIVE APPRENTICES	NEW APPR'S	CANCELLED	COMPLETED OJT	COMPLETED RI	CERTIFICATES ISSUED	* - END OF PERIOD - * ACTIVE APPR	ACTIVE PROGRAMS
ORNAMENTAL-IRON WORKER								
WELDING-MACHINE OPERATOR	1						1	1
WELDER, ARC	2						2	1
WELDER-FITTER		1					1	1
WELDER, COMBINATION	216	9	14	28	19	3	208	61
ELECTRICIAN, SUBSTATION	1			1	1		1	1
LINE ERECTOR	31	3		2	2	1	33	13
LINE REPAIRER	1						1	1
PROTECTIVE-SIGNAL INSTALL								
LINE INSTALLER-REPAIRER	1						1	1
ELECTRICIAN	2,080	666	533	269	255	58	2,151	1,850
STREET-LIGHT SERVICER								
ELEVATOR REPAIRER	1						1	1
ELECTRICIAN	303	5	3	20	20		305	19
ELECTRICAL-APPLIANCE SERV	1	7	1	1	1		6	2
ELECTRONICS MECHANIC	78	2	2				78	7
ELECTRICIAN, MAINTENANCE	195	45	13	21	18	9	217	173
ELECTRICIAN, MAINTENANCE	15	1	1				15	13
SOUND TECHNICIAN	3				3		3	1
CABLE SPLICER	3						3	1
PAINTER	64	20	15	3	3	2	67	37
PAINTER, SHIPYARD	43	1	2	3	3		42	10

CENTRALIZED APPRENTICESHP ADMINISTRATION SYSTEM
APPRENTICE ACTIVITY STATISTICS

FROM 01-JAN-90 TO 31-DEC-90

LOCATION OF SPONSORS: VIRGINIA
FIC: ALL FICS
SIC: ALL SICS

OCCUPATION	BEGINNING ACTIVE APPRENTICES	NEW APPR'S	CANCELLED	COMPLETED OJT	COMPLETED RI	CERTIFICATES ISSUED	* - END OF PERIOD - * ACTIVE APPR	ACTIVE PROGRAMS
LATHER	19	4	13	2	2		9	15
PLASTERER	3						3	3
DRY-WALL APPLICATOR	3		1				2	1
CEMENT MASON	1						1	1
CEMENT MASON								
PAINTER, TRANSPORTATION E	2						2	1
OPERATING ENGINEER	36	5	7				34	2
CARPENTER, MAINTENANCE	5	13	2				15	8
ACOUSTICAL CARPENTER	1		1					1
BOATBUILDER, WOOD	4	1		1	1		5	2
CARPENTER	433	59	70	38	34	4	418	309
CARPENTER, ROUGH								
JOINER	16						16	2
SHIPWRIGHT	7						7	1
BRICKLAYER	1	3		1			4	2
BRICKLAYER	226	17	52	24	23		191	67
TILE SETTER	14	2	1				15	7
WATER-AND-SEWER-SYSTEMS S	13		2	2	2		11	1
PIPE FITTER	260	4	5	17	17	1	258	21
PIPE FITTER	219	62	46	21	22	14	220	172
PIPE FITTER	12			3			12	8
PIPE-FITTER APPRENTICE								

CENTRALIZED APPRENTICESHP ADMINISTRATION SYSTEM
APPRENTICE ACTIVITY STATISTICS

FROM 01-JAN-90 TO 31-DEC-90

LOCATION OF SPONSORS: VIRGINIA
FIC: ALL FICS
SIC: ALL SICS

OCCUPATION	BEGINNING ACTIVE APPRENTICES	NEW APPR'S	CANCELLED	COMPLETED OJT	COMPLETED RI	CERTIFICATES ISSUED	* - END OF PERIOD - * ACTIVE APPR	ACTIVE PROGRAMS
PLUMBER	520	130	130	57	44	24	493	505
INSULATION WORKER	65	14	21	5	5	3	55	47
INSULATION WORKER	2						2	2
PIPE COVERER AND INSULATO	17			1	1		17	2
FLOOR LAYER	9	2	2				9	5
GLAZIER	18	5	2	1	1		21	8
ROOFER	17	9	3	4	3		20	14
CONSTRUCTION WORKER 1	16			4	4		16	1
MAINTENANCE REPAIRER, IND	6						6	2
DOCKMASTER	1						1	1
MAINTENANCE REPAIRER, BUI	131	44	50	20	17	6	118	120
RIGGER	1						1	1
BOILER OPERATOR	3						3	1
STATIONARY ENGINEER	5		1				3	5
WATER-TREATMENT-PLANT OPE	8						8	5
WASTEWATER-TREATMENT-PLAN CLARIFYING-PLANT OPERATOR	107	1	8	9	9		99	20
WASTE-TRMT OPR (CHEMICAL)		1					1	1
SIGN WRITER, HAND	2						2	1
PAINTER, SIGN	2						2	1
OFFSET-PLATE MAKER	2			1	1	1	1	1
PROCESS ARTIST		5		3	3		5	1

CENTRALIZED APPRENTICESHP ADMINISTRATION SYSTEM
APPRENTICE ACTIVITY STATISTICS

FROM 01-JAN-90 TO 31-DEC-90

LOCATION OF SPONSORS: VIRGINIA
FIC: ALL FICS
SIC: ALL SICS

OCCUPATION	BEGINNING ACTIVE APPRENTICES	NEW APPR'S	CANCELLED	COMPLETED OJT	COMPLETED RI	CERTIFICATES ISSUED	* - END OF PERIOD - * ACTIVE APPR	ACTIVE PROGRAMS
PRINTER (PRINT & PUB) II		1					1	1
PRINTER, PLASTIC	1						1	1
OFFSET-PRESS OPERATOR 1	13	1		4	3	3	11	11
PRESS OPERATOR								
OFFSET-PRESS OPERATOR 2	13		6	1	1	1	6	1
FOLDING-MACHINE OPERATOR	1						1	1
BINDERY WORKER	56	8	5	24	20	1	58	18
OFFSET PRINTER	1						1	1
CABINETMAKER	63	11	16	6	4	1	57	49
LOFT WORKER	23						23	1
PATTERNMAKER, WOOD	3						3	1
KNITTING-MACHINE FIXER	22			2	2	2	20	1
PATTERNMAKER, METAL, BENC	22	5		2	2		27	7
MODEL MAKER	10	3		2	2		13	1
JEWELER	14	1		4	4	2	13	2
LOCKSMITH	6			1			6	4
ELECTROMECHANICAL TECHNIC	10	15	1	1	2		24	2
INSTRUMENT MECHANIC	79	7	8	1	1		77	17
DENTAL-LABORATORY TECHNIC	1						1	1
BIOMEDICAL EQUIPMENT TECH	1			1	1		1	1
TELEVISION-AND-RADIO REPA	10			1	1	1	9	5
ELECTRIC-MOTOR REPAIRER	5	1	1				5	4

CENTRALIZED APPRENTICESHP ADMINISTRATION SYSTEM
APPRENTICE ACTIVITY STATISTICS

FROM 01-JAN-90 TO 31-DEC-90

LOCATION OF SPONSORS: VIRGINIA
FIC: ALL FICS
SIC: ALL SICS

OCCUPATION	BEGINNING ACTIVE APPRENTICES	NEW APPR'S	CANCELLED	COMPLETED OJT	COMPLETED RI	CERTIFICATES ISSUED	* - END OF PERIOD - * ACTIVE APPR	ACTIVE PROGRAMS
PROCESS STRIPPER		9		1	1		9	1
LITHOGRAPHIC PLATE MAKER	1		1					1
STRIPPER, PHOTOLITHOGRAPH	39			23	22		39	1
TRANSFERRER	22			9	9	4	18	1
PHOTOGRAPHER, LITHOGRAPHI	9						9	1
COMPOSITOR	2			1	1	1	1	2
ENGRAVER, MACHINE	15						15	1
GRAPHIC ARTS TECHNICIAN	7	8	4	3	3		8	1
------- TOTALS -------	11,322	2,616	2,049	1,415	1,327	492	11,308	8,037

OFFICE OF APPRENTICESHIP RELATED INSTRUCTION

The functions of the Office of Apprenticeship Related Instruction became the responsibility of the department July 1, 1990. Previously, these functions were the responsibility of the Virginia Department of Education.

The Office is responsible for arranging for classroom instruction for apprentices that is coordinated with the apprentices' on-the-job training. This is accomplished by working through selected public local education agencies (LEA's) who administer a program of related instruction for a region of the state.

LEA's receive funding from the department to partially defray the costs of providing instruction. In FY 1990, $1,326,784 in state and federal funds were distributed to schools. This represented approximately 60% of the total amount requested by LEA's to provide related instruction.

DIVISION OF VOLUNTARY SAFETY & HEALTH COMPLIANCE

The Division of Voluntary Safety and Health Compliance provides private sector employers with a variety of free, professional consultative services under the stipulations of Sections 7(c)(1) of the Occupational Safety and Health Act of 1970. These services help employers comply voluntarily with OSHA standards and regulations.

In 1990 increased promotional activities were directed to small businesses. This resulted in an increase from 90% to 95% of consultative visits with employers with fewer than 150 employees. These small businesses are not normally in the economic position to hire their own safety/health full time staff.

Priority of services was also directed to High Hazard Industries (HHI) based on the Standard Industrial Classification (SIC). This resulted in an increase from 80% in 1989 to 89% in 1990 of consultative visits with small businesses in HHI.

The number of serious hazards identified by safety consultants increased from 3.6 per visit in 1989 to 4.8 per visit in 1990. The number of serious hazards identified by health consultants increased from .9 per visit in 1989 to 3.9 per visit in 1990.

A significant contributing factor to the increase in serious hazards identified per visit was that 92% of all initial visits were with clients who had not previously received assistance through the Consultation Program. The total number of consultative surveys declined, however, from 1989, largely because two of four safety positions were not filled due to funding limitations.

This year a consultation computer system was established in the Richmond office to provide better program management information and to increase productivity of consultants.

ANALYSIS OF ACTIVITIES OF THE

VOLUNTARY SAFETY AND HEALTH COMPLIANCE DIVISION

Comparison: 1989 and 1990

ITEM	1989	1990
Consultative Surveys (Safety and Health - private sector only)	305	249
Surveys With Employee Participation	290	238
Program Assistance	131	240
Informal Training	43	57
Formal Training	10	19
Promotional Visits	44	40
Follow-Up Visits	20	21
Serious Hazards Abated	853	1,070
Serious Instances	1499	1,720
Interim-Protection Required	801	1,000
Other Than Serious Hazards	955	760
Total Hazards Identified	1808	1,830
Surveys New Establishments	274	228

DIVISION OF OCCUPATIONAL SAFETY AND HEALTH TRAINING

In February 1990 the Division of Occupational Safety and Health Training was established, providing consultation services to the public sector and occupational safety and health training to private and public sector employers. In June of 1990 the director position for the Training Division was filled. Functions of the Division have expanded to include continuing education for occupational safety and health staff as well as assistance to other divisions within the agency with external and staff training.

The Training Division has developed the capability for producing slides and various visual training aids to enhance training programs. Training materials can now be produced more rapidly and programs can be updated without prolonged lag time.

In 1990, 8593 employees/employers attended 514 training events conducted by the Training Division. Excavation and trenching, ergonomics, and bloodborne pathogens were topics on which training was frequently requested and represent new or proposed occupational safety and health standards. Various methods for providing training were launched including working with J. Sargeant Reynolds Community College to present occupational safety and health related topics through the Center for Professional and Economic Development. Expansion of this effort to other community colleges is planned for 1991.

During 1990, the average number of serious hazards identified by safety consultants was 5.7 per public sector survey. The average number of serious health hazards identified per visit was 0.7. One reason for the low number of serious health hazards was that a significant number of indoor air pollution surveys were conducted which did not identify any serious health hazards, but rather identified individual sensitivity as the primary cause for the employees' symptoms.

An analysis of construction fatality reports for the period 1986 through 1989 was completed. This study revealed that falls, electrocution and mobile equipment accidents accounted for the majority of fatalities. In half of the companies studied, safety and health programs did not exist or were woefully inadequate. Results of the study are being used to target safety training efforts in the construction industry.

ACTIVITIES OF THE
OCCUPATIONAL SAFETY AND HEALTH TRAINING DIVISION
JANUARY - DECEMBER 1990

ITEM	1990
Consultative Safety Surveys (Public Sector)	33
Consultative Health Surveys (Public Sector)	23
Surveys with Employee Participation	56
Program Assistance	56
Follow-up Visits	1
Formal Training Sessions	514
Employees Trained	8593
Employers Represented In Training	774
Promotional Visits	26
Serious Hazards Abated	165
Other Than Serious Hazards	130
Total Hazards Identified	327

OFFICE OF PLANNING AND POLICY ANALYSIS

The Office of Planning and Policy Analysis, formerly the Division of Planning, Research and Policy Analysis, came into existence May 1, 1989. As a result of an agency-wide management study, the new office was designed to assist the department by providing planning services and evaluating the effects of existing and potential policies and programs. Also, the Office coordinates development of Executive Agreements; Memorandums of Understanding/Agreement with other state agencies; conducts/coordinates special projects and studies; and reviews federal and state laws, regulations, executive orders, court orders and other documents, and directives to identify the need to develop or change Department policies.

In addition, the Office serves as the agency's liaison to the General Assembly and as the central point of contact within the Department on matters involving legislation and the General Assembly. The office is responsible for coordinating the preparation of the agency's proposed legislation; identifying, monitoring and tracking legislation introduced in the General Assembly that impacts the Department; coordinating the preparation of legislative impact statements on behalf of the Department; and preparing a final analysis of legislative actions required by the Department.

During calendar year 1990, the Office of Planning and Policy Analysis represented the Department on six legislative studies. These studies covered child labor laws, apprenticeship training, and workplace safety and health.

This office continues to provide staff support to the Migrant and Seasonal Farmworkers Board coordinating Department and other state agencies' activities involving the state's migrant and seasonal farmworkers, and represents the Department on the Interagency Migrant Workers Policy Committee.

MIGRANT AND SEASONAL FARMWORKERS BOARD

The Migrant and Seasonal Farmworkers Board is composed of representatives of grower communities, migrant and seasonal farmworkers, government, public and private agencies, and interest groups. The fifteen members serve as an advisory body to the Governor, General Assembly, and service deliveries.

The Board provides coordination and evaluation of state and federal services and other governmental, public and private agency services to migrant and seasonal farmworkers in the Commonwealth. The Board also identifies and evaluates the needs of migrant and seasonal farmworkers and the needs of employers of these workers and studies problems of the target population, provides background information, and recommends options. This advisory board works to encourage and foster the development of area migrant and seasonal farmworkers councils.

A biennial report detailing the Board's activities is prepared in accordance with §9-152 of the Code of Virginia, and sent to the Governor and General Assembly on October 1 of each even-numbered year.

PUBLIC INFORMATION AND SERVICES DIVISION

The Public Services and Information Division is responsible for agency public relations and public information activities, as well as the operation and maintenance of both the Annual Survey of Occupational Safety and Health Illnesses and Injuries and the VOSH Integrated Management Information System. The Division aims to extend and more effectively utilize agency resources through public outreach and public information programs, and through close contact with agency constituent groups; and to support agency management in the development of informational materials and programs.

The Division's program priorities consisted of the following:

Developing an agency data base of constituent groups; and working closely with key constituent groups for the purpose of information sharing and expanding the distribution of agency materials and information.

Increased emphasis on submitting articles and issuing press releases and statements on agency initiatives and programs to constituent groups to keep the public informed of agency activities and new and revised rules and regulations.

Developing programs which actively involve constituent groups in furthering the aims of the agency through information and education, such as conferences and quarterly briefing sessions. The quarterly briefing sessions have become a major avenue for keeping the public abreast of changing and new regulations, agency programs, and various program and legislative initiatives.

Providing timely, accurate information to constituent groups regarding new standards, regulations, policies, and program initiatives and updates.

Developing and recommending public information and public relations programs; and serving as a resource to other divisions as they develop public information programs and materials.

Conducting the Annual Occupational Safety and Health Survey of Workplace Injuries and Illnesses and presenting the survey findings for constituent and agency use.

Operation and maintenance of the VOSH Integrated Management Information System, providing safety and health inspection information needed to satisfy federal, state and agency requirements.

The Division of Public Services and Information is located in the central Richmond office and consists of the Director and staff, the Occupational Safety and Health Research and Analysis Office, and the Occupational Safety and Health Integrated Management Information Office.

VIRGINIA OCCUPATIONAL INJURIES AND ILLNESSES - 1989

From 1988 case incidence rates at the same levels as the United State averages, 1989 Virginia private-sector case incidence rates went down. Corresponding U.S. case rates remained unchanged.

The 1989 results of the Annual Survey of Occupational Injuries and Illnesses show that, once again, both the United States as a whole and Virginia surpassed an objective for injury reduction that had been picked by the Public Health Service about a decade ago. The objective for 1990 was 8.3 disabling injuries per 100 workers. Annual Survey findings for both Virginia and the United States were that in 1988 the injury incidence rate was, in fact, at 8.3 disabling injuries per 100 workers. In earlier years of the 1980's the injury incidence rates had been lower than 8.3, the one exception being the 1980 U.S. injury incidence rate.

Credit for the 1989 Virginia occupational safety and health (OSH) achievement was mostly due to two industry divisions more intensively regulated by VOSH than other industry divisions. These two industry divisions are construction and manufacturing. The incidence rate drop was by a larger percentage in the construction industry than in aggregated manufacturing. General building contractors recorded lower case incidence rates despite higher employment in high-hazard commercial building. Special trade contractors, who are more than half the construction industry by employment, reported both an employment rise and a decreased rate of occupational injury or illness.

By industry division, as in every other respect, the distribution of job-related injuries is skewed. At one end of the statistical spectrum is the low-risk industry division finance, insurance, and real estate. Each reporting total-cases incidence rates of 13.5 per 100 full-time workers, the mining and construction industry divisions were in a tie for the highest rates in 1989. Goods-producing industry divisions (SIC 0I-39) reported no 1989 division-level incidence rates significantly below the corresponding private-sector average. The collective incidence rates of the service-producing sector (SIC 40-89) were less than one-half those of the goods-producing sector. The overall 1989 Virginia average incidence rate of 8.2 cases per 100 full-time workers was closer to that of the service-providing industry divisions than that of the goods-providing sector. Although more than 70 percent of private-sector employment is classified as service-producing (SIC 40-89), it is the smaller goods-producing sector that often moves the statewide incidence-rate statistics up or down.

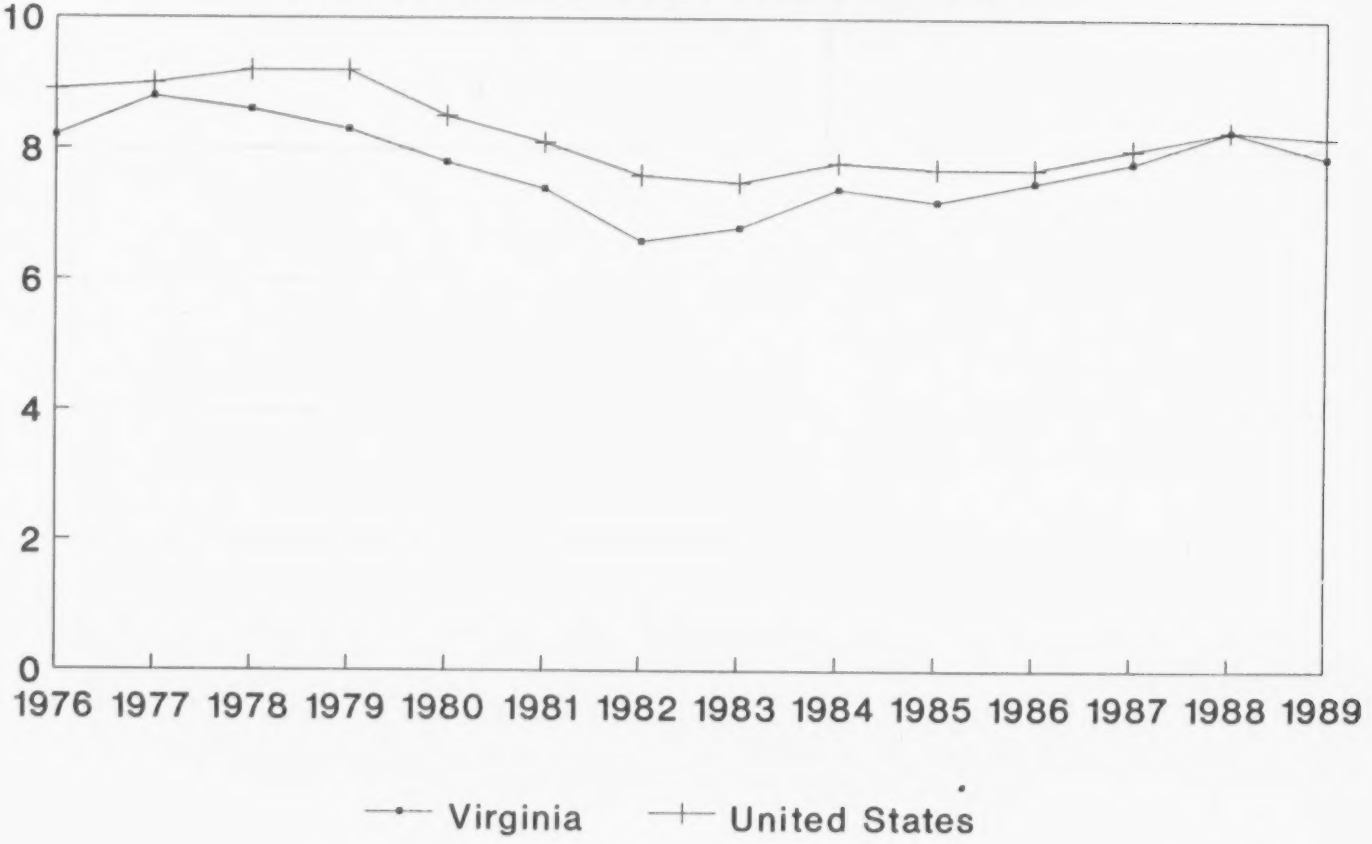
The severity of occupational disability cases can be more difficult to assess than the frequency of occurrence. In some instances, particularly cases that carry over from one calendar year to the next, an employer is required to estimate the number and kind of future workdays that will be lost. Lost workdays are comprised of days away from work plus days of restricted work activity, which are not necessarily consecutive. One of the two principal measures of severity is the incidence rate of lost workdays per 100 full-time equivalent workers, a statistic that is mathematically two decimal places different from the corresponding per capita statistic. In Virginia in 1989 the private-sector incidence rate of lost workdays was 63.0, a rate equal to 0.63 workdays per employee. (In the United States in recent years, this incidence rate has been an order of

magnitude lower than the rate for all work absences due to all causes.) A second measure of case severity is the number of lost workdays per lost workday case, a statistic equal to the incidence rate for lost workdays divided by the incidence rate for lost workday cases. This 1989 Virginia statistic was an average of 16 lost workdays per lost time case, versus a nationwide average of 19 lost workdays. Compared with other states in this respect, Virginia has usually been in the best one-fourth, the best quartile.

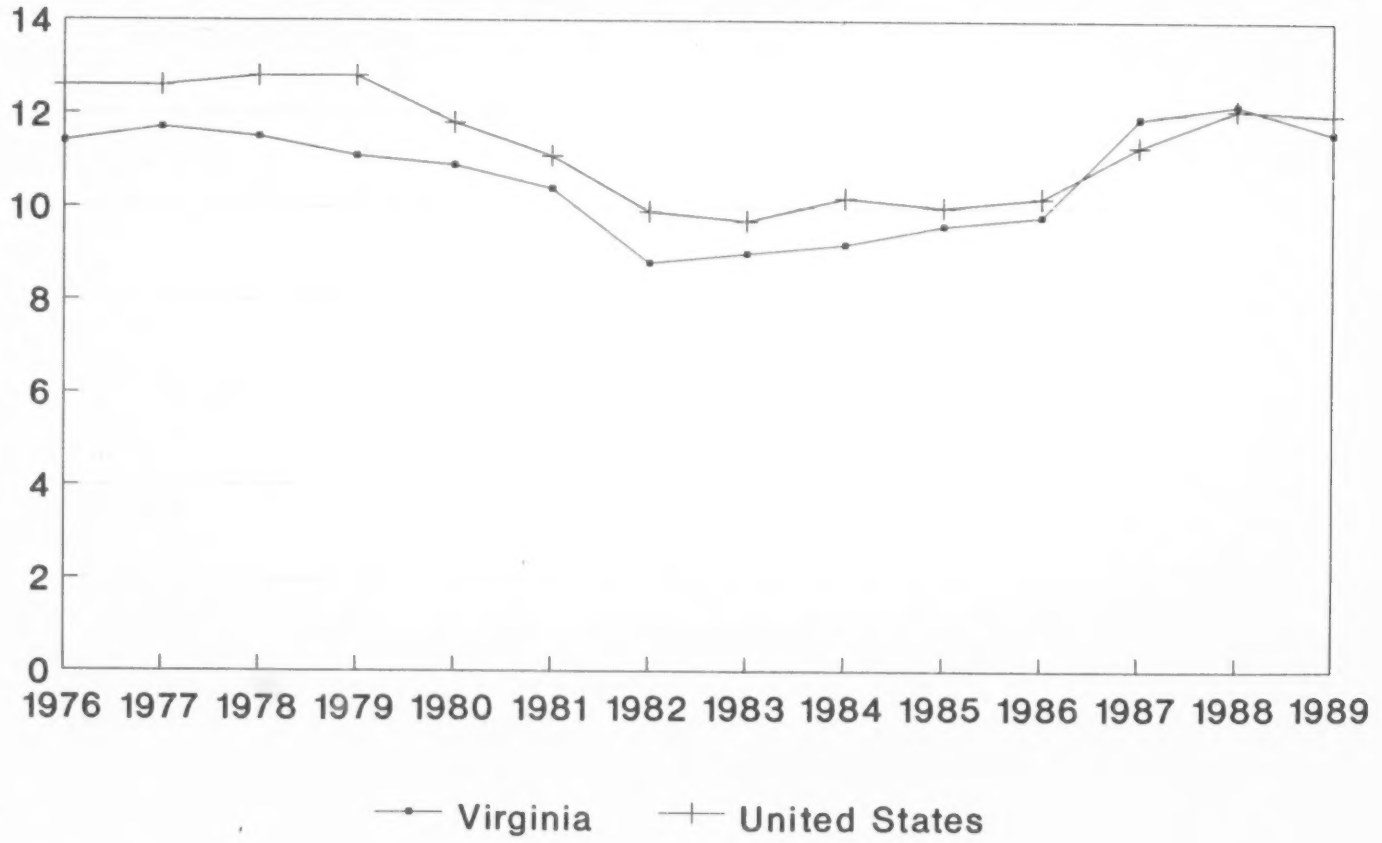
Private Sector Occupational

LWDI (Lost Workday Injury)

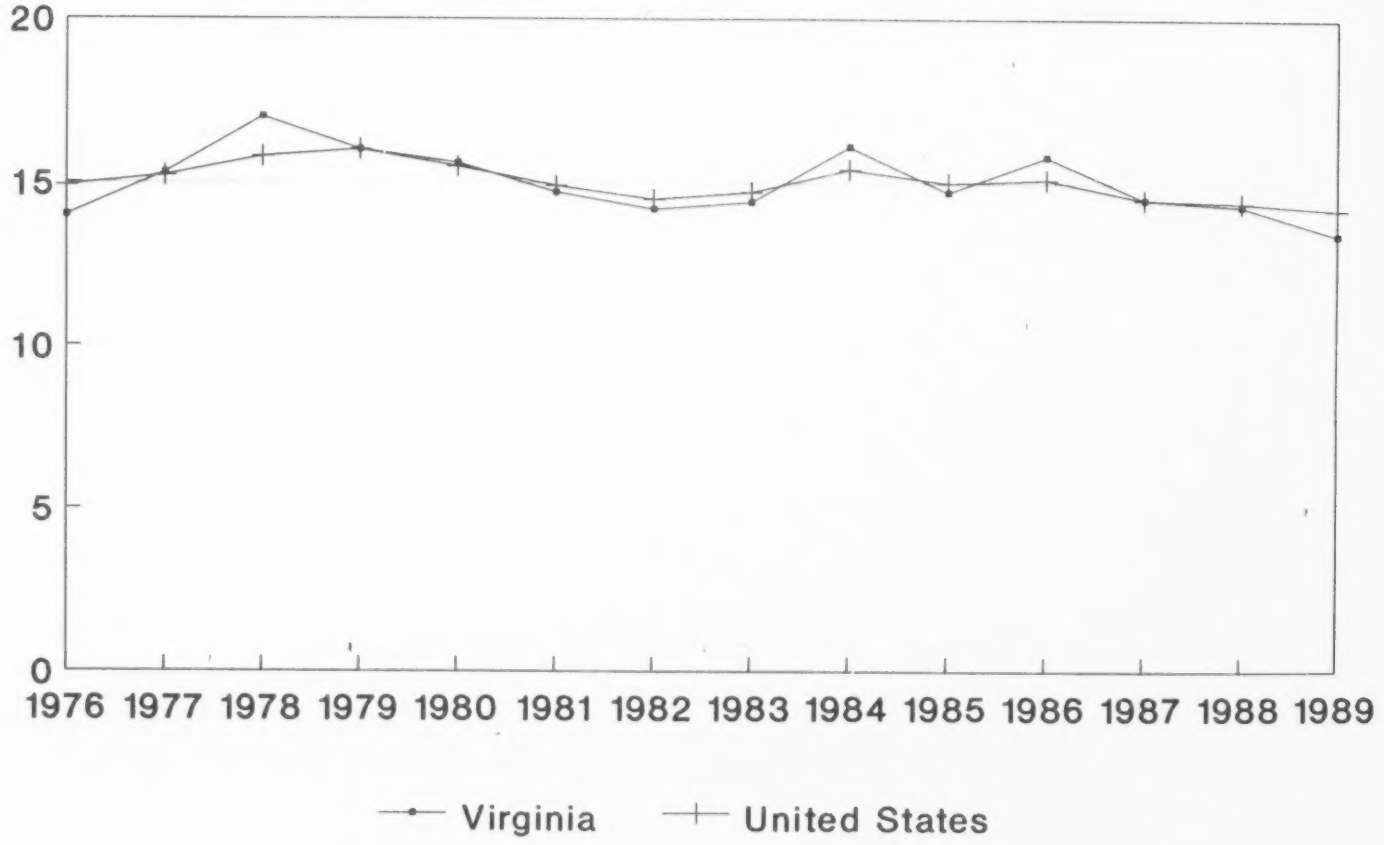
Incidence Rates, Virginia & US 1976-89



Manufacturing LWDI (Lost Workday Injury)
Incidence Rates, Virginia & US, 1976-89



Construction LWDI (Lost Workday Injury)
Incidence Rates, Virginia & US, 1976-89



Occupational Injury and Illness Incidence Rates, By Industry Group, Virginia, 1988 and 1989
Incidence Rates Per 100 Full-Time Workers 1/

Industry Group	Annual Average Employment 2/ (in thousands)		Total Cases 3/		Lost Workday Cases		Nonfatal Cases Without Lost Workdays 4/		Lost Workdays	
	1988	1989	1988	1989	1988	1989	1988	1989	1988	1989
Total 5/	2610.3	2692.8	8.5	8.2	4.0	3.9	4.5	4.3	65.4	61.9
Private Sector 5/	2238.3	2306.6	8.6	8.2	4.0	3.9	4.6	4.3	66.5	63.0
Agriculture, Forestry, and Fishing 6/	19.6	20.4	8.9	9.5	4.6	4.7	4.2	4.8	65.2	62.9
Goods-Producing, Nonagricultural Private-Sector	638.3	639.0	13.5	12.7	6.1	5.9	7.4	6.8	106.6	109.1
Mining 7/	15.7	15.0	13.6	13.5	9.7	9.3	3.9	4.1	266.6	256.7
Construction	194.3	195.9	14.5	13.5	6.8	6.4	7.7	7.1	122.5	127.9
Manufacturing	428.3	428.1	13.0	12.3	5.6	5.5	7.4	6.8	93.9	96.1
Durable Goods	206.5	205.5	16.4	15.7	6.9	6.9	9.5	8.8	120.9	127.6
Nondurable Goods	221.1	222.7	9.9	9.2	4.4	4.3	5.5	4.9	68.6	67.2
Service-Producing, Nonagricultural Private-Sector	1580.4	1647.2	6.1	6.0	2.9	2.9	3.2	3.1	46.8	41.1
Transportation and Public Utilities 8/	145.6	149.1	7.3	7.8	4.6	4.6	2.7	3.2	84.4	89.4
Wholesale & Retail Trade	633.7	656.9	8.1	8.1	3.5	3.7	4.6	4.4	50.7	46.8
Wholesale Trade	133.3	140.3	7.0	6.6	3.9	3.7	3.1	2.9	55.4	52.5
Retail Trade	500.4	516.6	8.3	8.5	3.3	3.6	5.0	4.9	49.1	44.8
Finance, Insurance, and Real Estate	149.3	152.2	2.2	2.3	1.2	1.2	1.0	1.1	26.5	15.0
Services	651.8	689.0	4.8	4.5	2.3	2.1	2.5	2.4	38.3	29.1
Public Sector: State and Local Government	372.0	386.2	8.4	8.2	4.2	4.0	4.2	4.2	58.7	54.1

1/ The incidence rates represent the number of cases or lost workdays per 100 full-time workers, and were calculated as: (N/EH) x 200,000, where N represents the number of cases or lost workdays, EH represents the total hours worked by all employees during the calendar year, and 200,000 is the base for 100 full-time equivalent workers (working 40 hours per week, 50 weeks per year).

2/ Annual average employment for nonfarm industries is derived primarily from the Current Employment Statistics program of the Virginia Employment Commission in cooperation with the Federal Bureau of Labor Statistics. The employment for the Services division has been adjusted to exclude the employment for the nonfarm portion of agricultural services, included in the Agriculture group.

Estimated Number of Occupational Injuries and Illnesses, Lost Workdays, and Average Lost Workdays Per Lost Workday Case
By Industry Group, Virginia, 1988 and 1989

Industry Group	Total Cases 1/ (in thousands)		Lost Workday Cases (in thousands)		Nonfatal Cases Without Lost Workdays 2/ (in thousands)		Lost Workdays (in thousands)		Average Lost Workdays Per Lost Workday Case	
	1988	1989	1988	1989	1988	1989	1988	1989	1988	1989
Total 3/	182.3	180.4	85.5	85.8	96.7	94.4	1408.5	1367.3	16	16
Private Sector 3/	157.1	155.6	72.8	73.7	84.1	81.8	1231.8	1203.8	17	16
Agriculture, Forestry, and Fishing 3/	1.6	1.2	0.8	0.6	0.8	0.6	12.0	7.8	14	13
Goods-Producing, Nonagricultural Private-Sector 4/	81.2	77.4	36.5	36.0	44.5	41.3	644.6	667.2	18	18
Mining,	2.2	2.1	1.6	1.4	0.6	0.7	43.5	40.1	28	28
Construction	24.8	23.2	11.6	11.1	13.1	12.1	209.6	219.8	18	20
Manufacturing	54.2	52.1	23.3	23.5	30.8	28.6	391.5	407.2	17	17
Durable Goods	33.2	31.8	14.0	14.0	19.1	17.8	246.2	258.6	18	18
Nondurable Goods	21.1	20.3	9.3	9.5	11.7	10.8	145.3	148.6	16	16
Service-Producing, Nonagricultural Private-Sector 4/	74.2	76.6	35.4	36.9	38.7	40.0	575.1	526.2	16	14
Transportation and Public Utilities,	9.7	10.8	6.0	6.3	3.7	4.4	112.1	124.6	19	20
Wholesale and Retail Trade	38.4	40.0	16.6	18.2	21.8	21.8	241.3	232.0	15	13
Wholesale Trade	8.6	8.5	4.7	4.7	3.8	3.8	67.1	67.0	14	14
Retail Trade	29.8	31.5	11.9	13.4	17.9	18.0	174.2	165.1	15	12
Finance, Insurance, and Real Estate	2.8	3.0	1.5	1.5	1.3	1.4	35.0	19.5	23	13
Services	23.3	22.9	11.3	10.8	11.9	12.0	186.7	150.1	16	14
Public Sector: State and Local Government	25.2	24.8	12.6	12.1	12.6	12.7	176.7	163.5	14	13

1/ Includes fatalities. Because of rounding, the totals may not precisely equal the sums of component parts.

2/ Excludes minor injuries that involve only first aid treatment even though the treatment may have been rendered by a physician or other professional practitioner.

3/ Excludes the self-employed, domestics, and employees on farms averaging fewer than 11 employees.

4/ The nonagricultural private-sector goods- producing industry classification inlcudes three industry divisions - mining, construction, and manufacturing. The nonagricultural private-sector service-producing industry classification includes transportation and public utilities; trade; finance, insurance, and real estate, and services.

3/ Includes fatalities. Because of rounding, the difference between the total and the sum of the rates for lost workday cases and nonfatal cases without lost workdays does not refelct the fatality rate.

4/ Excludes minor injuries that involve only first aid treatment.

5/ Excludes self-employed, domestics, employees on farms averaging fewer than 11 employees, and Federal government employees.

6/ Excludes farms averaging fewer than 11 employees.

7/ Mining data conforming to OSHA definitions were supplied by the Mine Safety and Health Administration, U.S. Department of Labor.

8/ Data for Railroad Transportation (SIC 40) were provided by the Federal Railroad Administration, U.S. Department of Transportation.

Source: The Virginia Department of Labor and Industry in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics.

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